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Regressing into the Eighties:

Annual Report on the Economic Status of the Profession, 1979-80

Preprint of the Report which will appear in the September, 1980, issue of *Academe: Bulletin of the AAUP*

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Over the past year the economic status of college and university professors suffered its sharpest single-year setback in memory. Despite relatively more generous salary increases, the unexpectedly high inflation rate produced greater declines in real salaries than were reflected in even the most pessimistic forecasts presented in last year's report. The prospects for the coming year are not much better. Though the inflation rate will subside somewhat and average salary increases are likely to exceed those of the past year, faculty salaries expressed in real terms (i.e., corrected for changes in prices) will continue their decline, although at a somewhat slower rate.

These results, coming at the close of the 1970's and the beginning of the 1980's, are clearly discouraging. The decade of the 1970's has been one of accelerating declines in real faculty salaries. This stands in marked contrast to the significant gains in real salaries achieved in the 1960's. However, the gains of the 1960's have been steadily eroded. Indeed, the economic status of the profession is now only marginally better than it was two decades ago. At that time, the Association had just embarked on its widely publicized campaign to have faculty salaries raised to more appropriate levels. This was a response to a two-decade-long fall in faculty salaries relative to those of other groups of workers. Although that campaign had some success, its long-run effect proved to be minimal. Now college and university professors find themselves suffering real-income declines and the question is what, if anything, can be done to reverse this decline.

This year's report has three parts. The first parallels that of last year. It begins with a review of faculty salary changes in the past year and over the last several years, followed by a brief discussion of the prospects for 1980-81. This section contains a variety of comparisons of the absolute, real, and relative changes in faculty salaries. This year, for the first time, we attempt to examine the distribution of salary increases across individual institutions, in the hope of learning more about the dynamics of the profession's overall salary structure. Part II includes a review of major fringe benefits and examines the relationship between salaries and compensation. Part III covers the activities of the Committee and is followed by a post mortem by the survey director. Throughout, the report continues to highlight salary comparisons, both for the reasons outlined in last year's report and for other reasons discussed in the section on fringe benefits.

PART I: THE EXPERIENCE OF THE PAST YEAR

Average salaries for all ranks combined dropped by 5.5 per cent in real terms (adjusted for price-level changes) from 1978-79 to 1979-80, as shown in Table 1. The overall 7.1 per cent increase in money salaries exceeded that in any other year; indeed, it is the largest single-year increase on record since the late 1950's, when annual data first became available. However, the unprecedented 13.3 per cent rise in the price level more than wiped out this salary increase. It produced the 5.5 per cent decline in real salaries, a decline that exceeds the record drop of 4.8 per cent from 1973-74 to 1974-75.

The extent of the decline in real salaries varied. The rank of instructor suffered the largest decline, with each next higher rank experiencing a somewhat smaller decline. Inasmuch as the price-level change experienced for each rank is the same, the smaller declines in real income at the upper ranks reflect the larger percentage increases in money salaries for these ranks. That the rank of instructor received a smaller than average salary increase comes

List of Tables

Table 1: Percentage Increases in the Consumer Price Index and Average Salary, Monetary and Real—Institutions Reporting Comparable Data for Each of the One-Year Periods Since 1969-70

Table 2: Percentage Increases in Average Salary and Average Compensation for Institutions Reporting Comparable Data for Both 1978-79 and 1979-80, by Category, Type of Affiliation, and Academic Rank

Table 3: Percentage Increases in Salary for Faculty on Staff for Both 1978-79 and 1979-80, by Category, Type of Affiliation, and Academic Rank

Table 4: Percentage Changes in Average Faculty Salaries, by Academic Rank, Category, and Affiliation, in Monetary and Real Terms, Selected Years

Table 5: Percentage Changes in Average Faculty Salaries by Academic Ranks in Monetary and Real Terms, Selected Years

Table 6a: Comparisons of 1978-79 Academic Salaries with 1978 Salaries and Earnings of Similar Groups of Workers

Table 6b: Comparison of Changes in Real Salaries for Individuals in Other Professional and Technical Groups

Table 7: Weighted Average Dollar Value of Major Fringe Benefits and Average Fringe Benefits as a Percentage of Average Salary for Full-Time Faculty Members, by Category of Institution, Type of Affiliation, and Academic Rank, 1979-80

Table 8: Weighted Average Dollar Value of Specific Fringe Benefits, by Category of Institution and Type of Affiliation, 1979-80

Table 9: Percentage of Faculty Members within Ranks, Weighted Average Salary, Average Fringe Benefits, Average Compensation, and Fringe Benefits as a Percentage of Average Salary and Average Compensation, by Rank and for All Ranks Combined

Table 10: Weighted Average Salary and Average Compensation, by Category, Type of Affiliation, and Academic Rank, 1979-80

Table 11: Deciles of the Distributions of Institutions by Average Compensation, Category, and Academic Rank, 1979-80

Table 12: Deciles of the Distributions of Institutions by Average Salary, Category, and Academic Rank, 1979-80

Table 13: Percentage of Full-Time Faculty Members with Tenure Status, by Category, Type of Affiliation, Academic Rank, and Sex, 1979-80

Table 14: Number of Institutions Included in the Tabulations Presented in this Report and Percentage of Faculty within Each Group, by Type of Affiliation and Institutional Category

Table 15: Percentage of Institutions with Specific Increases in Salary Levels and Percentage of Faculty Members Teaching in These Institutions, 1970-71 to 1979-80

Table 16: Percentage of Institutions with Specific Increases in Salary Levels and Percentage of Faculty Members Teaching in These Institutions, 1974-75 to 1979-80

Table 17: Weighted Average Salaries and Average Compensation for Preclinical Departments of Medical Schools, by Type of Affiliation and Academic Rank, 1979-80

Table 18: Percentage Increases in Salaries and Compensation by Rank for Preclinical Departments of Medical Schools, 1978-79 to 1979-80

Table 1

Percentage Increases in the Consumer Price Index and Average Salary, Monetary and Real[1] — Institutions Reporting Comparable Data for Each of the One-Year Periods Since 1969-70

(Standard Academic-Year Basis)

Academic Rank	1969-70 to 1970-71	1970-71 to 1971-72	1971-72 to 1972-73	1972-73 to 1973-74	1973-74 to 1974-75	1974-75 to 1975-76	1975-76 to 1976-77	1976-77 to 1977-78	1977-78 to 1978-79	1978-79 to 1979-80
INCREASE IN MONETARY SALARY										
Professor	5.3	3.3	4.3	5.2	5.8	6.2	4.7	5.2	5.6	7.5
Associate	5.5	3.5	4.2	5.2	5.9	5.9	4.7	5.4	5.8	7.0
Assistant	5.2	3.7	4.1	4.8	5.7	5.7	4.7	5.3	5.9	6.8
Instructor	5.8	4.5	3.9	4.7	5.8	6.1	4.7	5.4	6.0	6.4
All Ranks	5.4	3.6	4.1	5.1	5.8	6.0	4.7	5.3	6.0	7.1
INCREASE IN REAL TERMS										
Professor	0.2	−0.3	0.3	−3.5	−4.8	−0.8	−1.0	−1.4	−3.5	−5.1
Associate	0.4	−0.1	0.2	−3.5	−4.7	−1.1	−1.0	−1.2	−3.3	−5.6
Assistant	0.1	0.1	0.1	−3.9	−4.9	−1.3	−1.0	−1.3	−3.2	−5.7
Instructor	0.7	0.9	−0.1	−3.9	−4.8	−0.9	−1.0	−1.2	−3.1	−6.1
All Ranks	0.3	0.0	0.1	−3.6	−4.8	−1.0	−1.0	−1.3	−3.1	−5.5
Increase in CPI	5.1	3.6	4.0	9.0	11.1	7.1	5.8	6.7	9.4	13.3

[1]Monetary salary is salary measured in current dollars. The percentage increase in real terms is the percentage increase in monetary terms adjusted for the percentage increase in the Consumer Price Index obtained from the Bureau of Labor Statistics (CPI on standard academic-year basis). Negative numbers indicate decreases.

as no great surprise. The relative abundance of young Ph.D.'s seeking initial appointments makes it possible for institutions to attract able candidates with only modestly higher starting salaries. The same is true, but to a lesser degree, for assistant professors. The somewhat larger increase for the rank of professor reflects several elements. The absence of turnover makes it difficult to give the more modest increases possible at the lower ranks. To the extent that full professors are rewarded in part for their years of experience and to the extent that the increase in the average age of professors exceeds that for faculty at other ranks, the average salary for that rank will rise faster than at the other ranks. At the same time, salary increases with experience level off at some point. Nevertheless, the forces pushing up the salaries of tenured faculty are powerful ones.

Percentage increases in salary by rank in institutions by category and affiliation are presented in Table 2. (Note that the results in the lower left-hand part of the table are the same as the results for 1979-80 presented in Table 1.) Several points deserve comment. First, percentage increases by rank differ considerably for all institutions combined (first column). In Categories I and IIA, faculty at the higher ranks received greater proportionate increases. By contrast, the percentage increases were quite uniform across ranks in Category IIB and inversely related to ranks in Category III. The reasons for these differences are not apparent from the data. Yet it would appear that keen competition continues among colleges and universities, both to attract established

Table 2

Percentage Increases in Average Salary and Average Compensation for Institutions Reporting Comparable Data for Both 1978-79 and 1979-80, by Category, Type of Affiliation, and Academic Rank[1]

Academic Rank	SALARY				COMPENSATION			
	All Combined	Public	Private Independent	Church-Related	All Combined	Public	Private Independent	Church-Related
				CATEGORY I				
Professor	7.2%	7.2%	7.4%	6.9%	8.2%	8.2%	8.0%	8.0%
Associate	6.7	6.7	7.0	6.3	7.6	7.5	8.0	7.5
Assistant	6.5	6.5	6.7	5.8	7.1	7.0	7.6	6.5
Instructor	5.6	5.6	5.6	5.8	6.1	6.0	6.9	5.9
All Ranks	6.9	6.8	7.1	6.4	7.7	7.7	7.9	7.3
				CATEGORY IIA				
Professor	8.6	9.0	7.1	6.8	10.0	10.7	7.7	7.4
Associate	7.6	8.0	6.3	6.1	8.7	9.3	6.8	6.4
Assistant	7.3	7.6	6.5	6.6	8.0	8.5	6.6	6.9
Instructor	6.8	7.0	6.0	5.3	7.0	7.4	5.8	5.5
All Ranks	7.9	8.2	6.6	6.4	8.9	9.5	7.0	6.8
				CATEGORY IIB				
Professor	6.5	6.4	6.5	6.6	7.3	7.3	7.4	7.2
Associate	6.5	6.8	6.2	6.6	7.1	7.3	7.0	7.0
Assistant	6.4	6.9	6.1	6.2	6.6	7.1	6.4	6.6
Instructor	6.6	6.5	7.1	6.4	6.7	6.2	7.4	6.7
All Ranks	6.5	6.7	6.3	6.5	7.0	7.1	7.0	6.9
				CATEGORY III				
Professor	6.2	6.2	4.7	8.5	7.0	7.0	5.7	8.8
Associate	6.3	6.3	4.8	7.4	7.1	7.2	6.1	8.1
Assistant	6.7	6.7	6.2	4.8	7.3	7.3	7.0	5.3
Instructor	6.9	7.2	2.5	8.2	7.1	7.4	2.7	9.0
All Ranks	6.5	6.6	4.5	6.9	7.1	7.2	5.2	7.4
				CATEGORY IV				
No Rank	8.7	8.8	5.8	7.6	9.0	9.1	6.2	7.7
				ALL CATEGORIES EXCEPT IV				
Professor	7.5	7.7	7.2	6.7	8.6	8.9	7.8	7.4
Associate	7.0	7.1	6.6	6.4	7.9	8.1	7.4	6.9
Assistant	6.8	6.9	6.5	6.2	7.4	7.6	7.0	6.7
Instructor	6.4	6.5	6.1	6.1	6.7	6.8	6.2	6.3
All Ranks	7.1	7.3	6.8	6.4	8.0	8.3	7.4	7.0

[1] Sample includes 2,234 institutions reporting comparable data for both years.

scholars from other institutions and to prevent their being lured to nonacademic positions. Second, percentage increases in salary vary by category. Faculty at institutions in Categories IIB and III fared less well than those in Categories I, IIA, and IV. In general, public institutions achieved greater gains than private independent institutions, and church-related institutions did less well than private independent institutions. There is also variation by type of institution within the categories. In Category I, the gains were greatest at private independent colleges; in Category IIA, the public institutions fared considerably better than their counterparts; and in Category III, church-related institutions did the best by a slight margin. Private independent colleges received dramatically smaller increases in both Categories III and IV. The reasons for these changes deserve further study.

The data in Table 3 are somewhat different. These figures represent average percentage increases in salaries for individual faculty members who remain on the staff in both academic years 1978-79 and 1979-80. Readers will note that the percentage increase for continuing faculty for all ranks combined—8.1 per cent—is larger than that—7.1 per cent—reported in Table 2, which shows the changes in the levels of salaries (see the bottom part of Table 3, All Categories Except IV). The percentage increases by rank for continuing faculty members are exactly reversed from the increases in salary levels by rank—the larger percentage increases go to faculty members at the lower rather than the higher ranks.

The difference between increases in salary levels and increases for continuing faculty requires explanation. First, in the collection of data on continuing faculty members, individuals are reported in the rank they held in the base year of comparison. Inasmuch as each year some fraction of instructors, assistant professors, and associate professors are promoted, their increases are likely to exceed those of continuing full professors who are not getting promotion increments. Moreover, those faculty members who continue are likely to receive larger increases because of the salary structure (which may award larger percentage increases to younger than to older faculty members) or because of efforts to retain and reward promising younger faculty members who will form the core of the full-professor group in the future. It also is possible that larger percentage increases go to continuing junior faculty members to help them cope with inflation. Finally, it is worth noting that increases both in the salary level for the rank of professor and in the salary for continuing professors (i.e., individuals) are approximately the same, reflecting the low rate of turnover already mentioned.

Inflation in the 1970's

The pattern of increases in salaries and prices over the past decade is of interest. In this short period we have lived through two episodes of accelerating rates of inflation, namely, 1970-71/1971-72 to 1973-74/1974-75 and 1975-76/1976-77 to 1978-79/1979-80 (see Table 1 and Figure 1). When the percentage increases in prices are cumulated over these years, we find that in the first period prices rose by 30.5 per cent. They rose even more, by 39.9 per cent, in the second period. Meanwhile, salaries in monetary terms rose steadily but more modestly in both periods. For example, full professors experienced salary increases of 19.9 and 26.6 per cent, respectively, in these two periods.

When these salary increases are contrasted with increases in the Consumer Price Index, the impact of the two inflationary periods is dramatically clear. During the first period the real salaries of full professors fell by over 8.0 per cent; in the second period they fell by almost 10.0 per cent. These calculations illustrate the difficulties that arise not only as a result of unanticipated inflation but also because of salary-setting mechanisms that respond slowly to changing

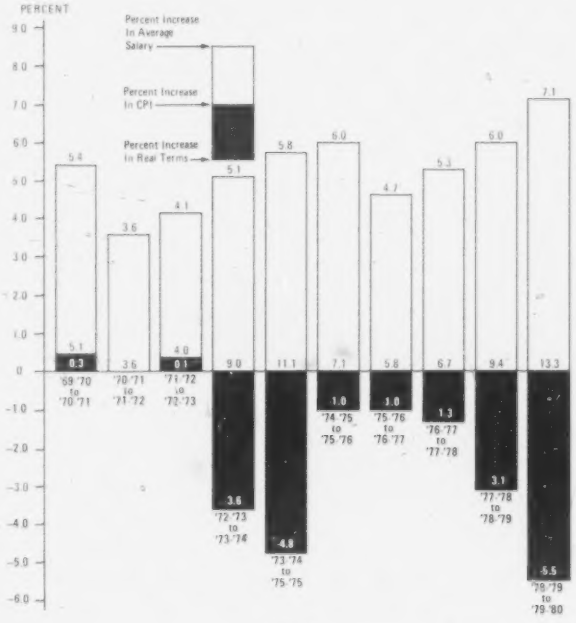

FIGURE 1

PERCENTAGE CHANGES IN FACULTY SALARY AND ITS PURCHASING POWER

Table 3

Percentage Increases in Salary for Faculty on Staff for Both 1978-79 and 1979-80, by Category, Type of Affiliation, and Academic Rank [1]

Academic Rank	All Combined	Public	Private Independent	Church-Related
		CATEGORY I		
Professor	8.1%	8.3%	7.5%	7.7%
Associate	8.4	8.4	8.5	7.9
Assistant	8.9	8.9	9.0	8.5
Instructor	8.8	8.8	8.5	9.1
All Ranks	8.4	8.5	8.0	8.1
		CATEGORY IIA		
Professor	7.4	7.3	7.7	7.6
Associate	8.0	7.9	8.2	8.2
Assistant	8.6	8.5	8.7	8.7
Instructor	9.0	9.0	9.7	8.2
All Ranks	8.1	8.0	8.2	8.1
		CATEGORY IIB		
Professor	7.4	7.3	7.5	7.2
Associate	8.0	8.1	8.0	7.8
Assistant	8.5	8.7	8.5	8.3
Instructor	8.8	9.0	8.8	8.5
All Ranks	8.0	8.2	8.0	7.9
		CATEGORY III		
Professor	6.4	6.4	7.3	6.0
Associate	7.5	7.4	9.7	7.7
Assistant	8.0	8.0	8.4	7.8
Instructor	8.7	8.7	8.0	8.2
All Ranks	7.7	7.7	8.5	7.4
		CATEGORY IV		
No Rank	8.6	8.6	8.2	8.3
		ALL CATEGORIES EXCEPT IV		
Professor	7.8	7.9	7.6	7.4
Associate	8.2	8.2	8.3	8.0
Assistant	8.7	8.7	8.7	8.5
Instructor	8.9	8.9	9.0	8.5
All Ranks	8.1	8.1	8.1	8.0

[1] Sample includes 2,214 institutions.

economic conditions. The long lead time required in the preparation of university budgets and the difficulty in making midstream changes in budget requests contribute to this sluggishness.

If the pattern of increases in prices and monetary salaries over the first inflationary cycle of the 1970's repeats itself, and there is reason to believe that it will, then we can expect the following: The increase in the price level for next year will be lower than the 13.3 per cent increase for this past year; this drop is similar to the drop-off in prices after the peak increase from 1973-74 to 1974-75. The price-level increase over the next year will probably be in the 10-11 per cent range, as best we can see it now. It also seems likely that salary increases in monetary terms will exceed this year's increase, as institutions respond to pressures to make up for earlier real-salary losses. But even if salary increases hit 8.0 per cent during this next year, there will still be a real-salary decline averaging 2-3 per cent. To the extent that any forecast is uncertain, there is probably a greater likelihood that the real-salary decline will be greater rather than smaller.

The Last Decade

The experience of the last decade can be summarized in a variety of ways. One approach is to indicate overall changes in the levels of average real salaries for the academic ranks and for all ranks combined. Another is to show how faculty fared at the different types and categories of institutions. Still another approach is to portray the distribution of the changes in the real economic position of faculty members—averages often conceal the widely different experiences of subgroups of a population.

Caution is required in comparing faculty salaries over longer periods of time, such as a decade. Problems may arise because, as the number of institutions surveyed has increased over time, the average reported salary levels are not necessarily comparable from one year to the next (the same is true for compensation). For example, the number of institutions included in the most recent years is significantly larger than it was in the late sixties. Changes in the composition of faculty can cause the average salary for all ranks combined to rise by more or less than the averages for each of the ranks. In fact, because full and assistant professors have become a larger proportion of total faculty over the last decade, the percentage increase in salary for all ranks combined will be overstated relative to the increase for separate ranks. These difficulties can be overcome by basing comparisons not on the published averages but rather on the salary levels obtained by cumulating the annual percentage increase in monetary salaries over the ten-year period. The results are shown in Table 4. We find that average faculty salaries by rank rose by about 67 per cent from 1969-70 to 1979-80. But since prices rose by about 105 per cent, real salaries by rank fell by 18-19 per cent. These are substantial and serious declines. Did real salaries at different ranks and institutions increase at varying rates over the past decade? By rank, the percentage changes are suprisingly uniform. By category the results differ somewhat. On average, significantly greater salary gains—and hence smaller salary declines—occurred at Category III institutions. By type of institution the real salary declines were almost the same. Real salaries fell by much more in the second half of the decade, with the declines quite similar across ranks, categories, and affiliation. It is interesting to note that faculty at Category III institutions which did relatively well in the first half of the 1970's fared about the same as faculty at other institutions during the second half of the decade.

Although these results indicate considerable similarity in percentage salary changes, wide differences lie behind these averages. This is shown by the distribution of percentage changes in real salaries for 1974-75 to 1979-80. Over this period the CPI rose by 49.8 per cent, as evidenced by the horizontal line on

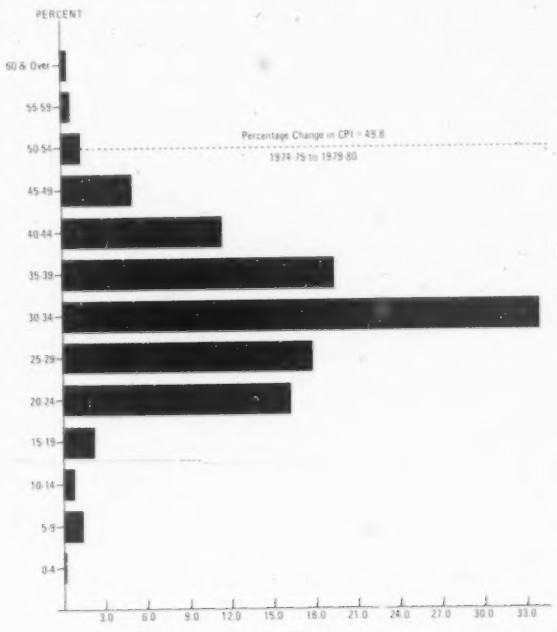

FIGURE 2

DISTRIBUTION OF FACULTY MEMBERS BY PERCENTAGE CHANGE IN AVERAGE SALARY FOR THE RANK OF PROFESSOR, 1974-75 to 1979-80

Table 4

Percentage Changes in Average Faculty Salaries, by Academic Rank, Category, and Affiliation, in Monetary and Real Terms, Selected Years [1]

Academic Rank	1969-70 to 1979-80 Percentage change		1969-70 to 1974-75 Percentage change		1974-75 to 1979-80 Percentage change	
	Monetary Term	Real Term	Monetary Term	Real Term	Monetary Term	Real Term
Professor	67.7	-18.4	26.3	-7.9	32.8	-11.3
Associate	67.7	-18.4	26.8	-7.5	32.3	-11.7
Assistant	65.8	-19.3	25.8	-8.2	31.8	-12.0
Instructor	68.0	-18.2	27.2	-7.2	32.1	-11.8
All Ranks	67.7	-18.4	26.4	-7.8	32.7	-11.4
Category: (All Ranks Combined)						
I	66.6	-18.9	25.4	-8.5	32.9	-11.3
IIA	68.8	-17.8	27.8	-6.8	32.0	-11.9
IIB	64.2	-20.0	25.0	-8.8	31.4	-12.3
III	73.8	-15.4	32.7	-3.2	31.0	-12.6
Affiliation: (All Ranks Combined)]						
Public	68.0	-18.2	26.6	-7.7	32.7	-11.4
Private Independent	66.0	-19.2	25.8	-8.2	31.9	-11.9
Church-Related	68.2	-18.1	26.0	-8.1	33.4	-10.9

[1] The percentage changes in the Consumer Price Index were 205.4, 137.1, and 149.8 for 1969-70 to 1979-80, 1969-70 to 1974-75, and 1974-75 to 1979-80, respectively. These changes are on an academic-year basis.

Figure 2. The horizontal bars indicate the percentage distribution of faculty members at the full-professor rank by the average percentage salary increase for this rank at institutions over this time period. The results are striking. Only 2.0 per cent of all full professors were in institutions that experienced increases in average salaries of 49.8 per cent or more, meaning that they barely kept up with inflation. Approximately 22 per cent received percentage salary increases that were less than half the percentage rise in the Consumer Price Index, meaning that their real salary declines were 17 per cent or more. The majority of full professors—71 per cent—were in institutions that provided increases ranging from 25 to 39 per cent, meaning that they suffered losses in real income ranging from 7 to 17 per cent. The remaining 5 per cent suffered only moderate declines. In effect, the professorial rank at virtually every institution has experienced real-salary declines—often substantial—over the past few years.

If, instead, we compare 1970-71 with 1979-80, much the same picture emerges, as shown in Figure 3. Over this period the Consumer Price Index rose by 95.4 per cent. At the full-professor rank, half of all institutions provided salary increases that ranged from 45 to 65 per cent, with a roughly equal distribution above and below. Percentage salary increases for the full-professor rank came close to the price-level increase at institutions employing less than 2.0 per cent of all full professors.

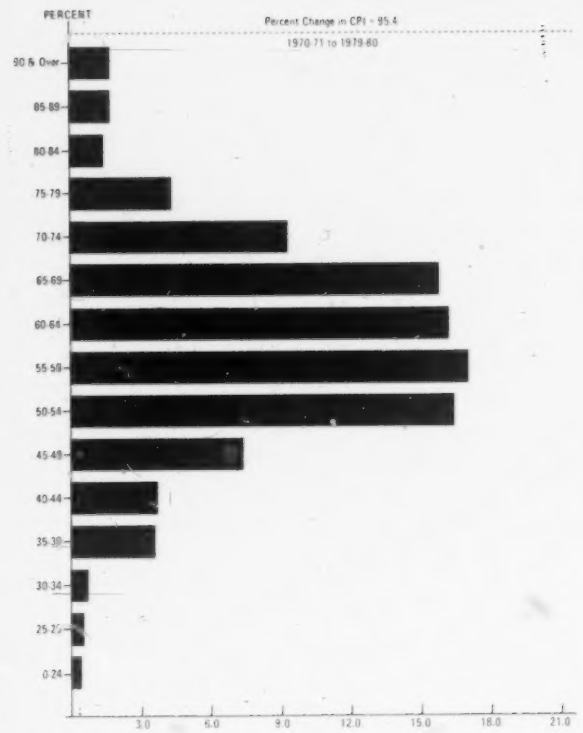

FIGURE 3

PERCENTAGE OF FACULTY MEMBERS BY PERCENTAGE CHANGE IN AVERAGE SALARY FOR THE RANK OF PROFESSOR, 1970-71 to 1979-80

Five-, Ten-, Fifteen-, and Twenty-Year Comparisons

The long-term trends in real faculty salaries can best be described by employing a variety of multi-year comparisons. These comparisons help identify critical turning points in the status of the profession.

The first four columns at the bottom of Table 5 show the percentage changes in real salaries by rank for four successive five-year periods beginning in 1959-60. In the first period, 1959-60 to 1964-65, the percentage increases ranged from 18 to about 21 per cent. The rate of increase tapered off in the next period, ranging from just under 6 to slightly more than 9 percent. Few people would have anticipated the sharp declines of the early 1970's when real salaries by rank fell by anywhere from just under 3 to over 11 per cent. With the acceleration of inflation, the late 1970's produced even larger declines in real salaries, from 9 to 13 per cent.

The contrast between the 1960's and 1970's is shown in the last three columns of Table 5 where ten-year comparisons are offered. In the 1960's the real gains ranged from 28 to 31 per cent whereas in the 1970's real declines of from 15 to 20 per cent occurred. A quick glance suggests that the gains of the 1960's were largely cancelled by the losses of the 1970's. As the figures in the last column of the lower panel indicate, this is indeed what happened. Average salaries by rank in 1979-80 were only marginally higher—3 to 8 per cent—than they were in 1959-60.

Table 5

Percentage Changes in Average Faculty Salaries by Academic Ranks in Monetary and Real Terms, Selected Years[1]

Academic Rank	1959-60 to 1964-65	1964-65 to 1969-70	1969-70 to 1974-75	1974-75 to 1979-80	1959-60 to 1969-70	1969-70 to 1979-80	1959-60 to 1979-80
			PERCENTAGE CHANGE IN MONETARY SALARY				
Professor	29.1%	30.9%	22.7%	35.6%	68.9%	66.3%	180.9%
Associate	26.1	32.2	21.9	35.8	66.7	65.6	176.0
Assistant	25.5	31.1	24.4	32.7	64.5	65.2	171.7
Instructor	28.8	27.8	33.4	30.0	64.6	73.5	185.6
All Ranks	27.3	30.9	23.9	34.5	66.6	66.6	177.6
			PERCENTAGE CHANGE IN REAL SALARY				
Professor	21.3	8.3	-10.5	- 9.6	31.3	-19.0	6.3
Associate	18.5	9.3	-11.1	- 9.3	29.6	-19.4	4.5
Assistant	18.0	8.4	- 9.3	-11.4	27.9	-19.6	2.8
Instructor	21.1	5.7	- 2.7	-13.2	28.0	-15.5	8.1
All Ranks	19.6	8.3	- 9.6	-10.2	29.5	-18.9	5.1

[1]Data based on a constant sample or historical group for which data are available going back to 1959.

These data offer an opportunity to compare changes in real salaries by rank. Over the 20-year period 1959-60 to 1979-80 there was for all practical purposes no change in the structure of salaries by rank. Although the supply of new Ph.D.'s relative to demand has grown in the 1970's, it did not manifest itself in the salary structure. To the extent that the real salaries of assistant professors grew more slowly, this came as a result of events in the 1960's rather than the 1970's as might have been expected.

Anti-Inflation Programs and Faculty Salaries

The foregoing sections of the report make clear the impact of inflation on faculty salaries. The need for restraint of inflation because of these effects has been a recurrent theme in Committee Z's reports. Over the years, considerable attention has been given to this important matter.

Again during the past several years Committee Z has given close attention to the impact of federal anti-inflation programs on the economic status of the profession. Although the federal government's programs to contain inflationary price increases reflect commendable goals, the lack of flexibility in implementing these programs has exacerbated the real-salary position of college professors. In December, 1978, a letter from the president of the AAUP summarized the Association's position on inflation and reviewed its efforts to understand how wage guidelines should be applied to the academic sector. In this letter, the AAUP also took issue with the position of the Council on Wage and Price Stability that colleges and universities did not qualify for an exemption to wage guidelines limiting salary increases to 7.0 per cent annually. In a September, 1979, joint letter from the AAUP president and the Committee Z chairman, responding to a request for comments on proposed pay standards issued by the Council on Wage and Price Stability, the Association again made clear its arguments for an exception to the 7.0 per cent wage guideline. Early in 1980, when the newly created Pay Advisory Committee began discussing a revised set of pay guidelines, Committee Z reiterated its position that colleges and universities merited an exception to the then proposed 9.5 per cent lid on pay increases.

All of these arguments have been rejected by federal officials. Alfred Kahn, in his response to our most recent letter, suggested that, because the behavior of relative wages of faculty members over the past decade is explainable by market forces, there is no basis for any kind of exceptions for university professors. Kahn did not provide the analysis on which his conclusions rested. He did suggest that individual universities could apply for exemptions. However, the record in getting exemptions is not encouraging.

Now that the guidelines have been relaxed, it should be possible for larger salary increases to occur. Whether institutional budgets will permit this is not clear. But at least those institutions able to provide larger increases may do so without fear of public rebuke.

The Committee will continue to monitor this situation and take appropriate steps to exert whatever influence it can. In doing this, it faces the old dilemma of trying to find ways of offsetting declines in the relative position of faculty members resulting from past inflation while at the same time urging restraint on salary increases in the hope of helping to contain future inflationary forces.

What would average salaries by rank be if increases for faculty had kept pace with inflation over the last decade? Since the consumer price level more than doubled over 1969-70 to 1979-80 (the index is 232.5 ÷ 113.2 = 205.4), another way of showing the decline in real salaries is to estimate what 1969-70 average salaries would have been if increases for faculty had been equal to the increases in cost of living and to compare those to the 1979-80 actual averages. An illustration of the shortfall in faculty salary increases is shown below:

Academic Rank	Estimated 1969-70	Actual 1979-80	1979-80 Constant Purchasing Power	Shortfall in Salary Increases
Professor	$16,960	$28,450	$35,680	$7,230
Associate	12,750	21,390	26,850	5,460
Assistant	10,520	17,450	22,640	5,190
Instructor	8,490	14,260	17,540	3,280
All Ranks	12,890	16,040	21,400	5,360

Adjusting Salaries for Inflation

Let us review the procedure used here to adjust salaries for inflation. Comparing salaries for two different years to find out whether a faculty member's economic position has improved requires an adjustment for price-level increases. If we lived in a world where prices never changed, the value of a $25,000 salary would be constant, meaning that it would buy the same market basket of goods from year to year. We do not live in a world of constant prices. In fact, we are experiencing our worst peacetime inflation in the twentieth century. Although faculty salaries have risen in recent years, prices have risen even

faster, and, as a consequence, real faculty salaries have fallen. In other words, the amount of real goods and services that can be purchased by faculty members has declined rather than increased. Hence, any assessment of changes in economic position requires adjusting salaries for these price-level changes. Salaries adjusted for changes in prices are described as "real salaries," as salaries expressed in real terms, or as salaries expressed in constant dollars. Unadjusted salaries are described as expressed in money or monetary terms; sometimes they are described as salaries expressed in current dollars.

How do we adjust salaries for price-level changes? Here is an example which shows how to determine changes in the real value of salaries for the full-professors' rank between 1969-70 and 1979-80.

Step 1. Find the average value of salaries at the full-professor rank in 1969-70. This value is $17,374 from Table 8 of the 1969-70 report.

Step 2. Find the average value of salaries at the full-professor rank in 1979-80. This value is $29,130. (This value cannot be found in the report, but is obtained by cumulating over the period the annual percentage increases in salaries at the full-professor rank, from Table 1 of the 1979-80 report, to get an index of the salary increase and then multiplying by the 1969-70 salary figure (1.677 × $17,374).

Step 3. Calculate the index change in monetary salary at the full-professor rank as follows:

$$\text{Index Change in Monetary Salary} = \left[\frac{\text{1979-80 salary}}{\text{1969-70 salary}}\right] \times 100 = \left[\frac{28,450}{16,960}\right] \times 100 = 167.7$$

Step 4. Calculate the index change in prices using the academic-year price-index figures, as follows:

$$\text{Index Change in Prices} = \left[\frac{\text{1979-80 price index}}{\text{1969-70 price index}}\right] \times 100 = \left[\frac{232.5}{113.2}\right] \times 100 = 205.4$$

Step 5. Determine for the full-professor rank the percentage change in real salary from 1969-70 to 1979-80. This is done as follows:

$$\text{Percentage Change in Real Salary} = \left[\frac{\text{1979-80 salary}}{\text{1969-70 salary}} \Big/ \frac{\text{1979-80 price index}}{\text{1969-70 price index}}\right] - 1 \times 100 = -18.4$$

(For example: 167.7/205.4 = 0.816 − 1 × 100 = −18.4)

From the calculations it is apparent that the change in prices (Step 4) exceeded the change in monetary salaries (Step 3), with the result that real salaries fell by 18.4 per cent (Step 5).

Comparisons with Other Occupational Groups

Because of the great interest last year, we present updated comparisons of salary levels and real salary changes for college professors and other comparable occupational groups. Unfortunately, these comparisons can never be as current as we might like them to be because the surveys from which the data come take time to complete and publish.

Salary levels for college professors and the money earnings of similar groups of workers are shown in Table 6a (similar to Table 5 from last year).

Five- and ten-year comparisons of real-salary changes for individuals in other professional and technical areas are presented in Table 6b (similar to Table 6 in last year's report).

PART II: FRINGE BENEFITS

Because of the shift in emphasis in recent Committee Z reports to salaries rather than compensation, there is need for a discussion of the nature and composition of fringe benefits, their growth over the years, and the relationship between salary and compensation (salary plus fringe benefits).

From the inception of its surveys, Committee Z

Table 6a

Comparisons of 1978-79 Academic Salaries with 1978 Salaries and Earnings of Similar Groups of Workers[1]

Annual Earnings	Panel 1 Federal Govt.		Panel 2 Private Industry	Panel 3 AAUP
$50,000			$51 798 (Atty. VI)	
	$49,608			
45,000				
		GS-15	42,104 (Engr. VIII)	
40,000			39,895 (Ch. Acct. IV)	
			38,927 (Chem. VII)	
	38,160			
35,000	35,688			
			33,547 (Atty. IV)	
		GS-13	32,264 (Engr. VI)	
30,000			32,201 (Pers. III)	
			28,494 (Chem. V)	
	27,453			
				$26,470 (Prof.)
25,000	25,041			
			23,853 (Buyer IV)	
			22,616 (Job Anal. IV)	
		GS-11	22,036 (Acct. IV)	(All Ranks)
				20,120
20,000				20,020 (Assoc.)
	19,263			
			18,756 (Audit. III)	
15,000				16,370 (Asst.)
				14,890 (Lect.)
10,000				13,420 (Inst.)

[1] At time of publication, the 1978 earnings data from the Census Bureau were not available for inclusion in this table.

Table 6b

Comparison of Changes in Real Salaries for Individuals in Other Professional and Technical Groups

Occupational Groups	Percentage Change in Real Salaries		
	1969-70 to 1979-80	1969-70 to 1974-75	1974-75 to 1979-80
Academic Salaries			
Professor	– 18.4	– 7.9	– 11.3
Associate	– 18.4	– 7.6	– 11.7
Assistant	– 19.3	– 8.2	– 12.0
Instructor	– 18.2	– 7.2	– 11.8
All Ranks	– 18.4	– 7.8	– 11.4
Average Salaries in Selected Professional and Administrative Positions in Private Industry	1969 to 1979	1969 to 1974	1974 to 1979
Auditor III	4.4	0.6	3.8
Accountant IV	– 1.5	0.3	+ 1.8
Chief Accountant IV	– 11.1	– 4.8	– 6.0
Attorney IV	0.4	– 0.7	1.0
Attorney VI	2.2	3.5	– 1.4
Chemist V	3.2	4.3	– 1.2
Chemist VII	5.6	6.7	– 1.2
Engineer VI	5.4	4.6	0.7
Engineer VIII	4.9	2.6	2.7
Job Analyst IV	4.6	– 0.1	4.6
Buyer IV	2.0	1.5	0.5
Director of Personnel III	– 3.4	– 7.0	3.3
Basic Annual Pay Rates for Professional and Administrative Employees of the Federal Government			
Grade P4 or GS-11	4.7	– 7.2	11.1
Grade P6 or GS-13	0.8	– 8.5	8.6
Grade P8 or GS-15	0.6	– 7.7	7.7

Sources: Academic salaries from Table 4 of this report.
Private industry salaries and federal employee salaries from National Survey of Professional, Administrative, Technical, and Clerical Pay (Washington: U.S. Government Printing Office, March, 1969, 1974, 1979).

has gathered data on both salary and compensation of full-time faculty members in colleges and universities. The data on fringe benefits reflect the average institutional cost of the nonsalary component of academic compensation. Attention has been focused on those fringe-benefit programs for which the institution makes a definite payment of a specified amount on behalf of and for the benefit of the individual faculty member. Only the institution's contribution is counted.

Readers of past Committee Z reports will be aware that percentage increases in compensation typically exceed those in salary. This means that over time fringe benefits are a growing component of total compensation. Currently, the average institutional cost of major fringe benefits is approximately 17.5 per cent of salary, ranging from a low of 4.0 to 6.0 per cent to a high of 30 to 32 per cent across different institutions.

Fringe benefits have grown steadily over the past two decades. In 1960-61 they were equal to 6.5 per cent of salary; by 1969-70 they had risen to 10.6 per cent, and now they are 17.5 per cent. This growth is gratifying, for it means that faculty members are now sharing to a greater degree the benefits and protections available to many other professionals and workers in the American economy. These gains in fringe benefits cannot be attributed solely to faculty pressure or institutional beneficence. Much of the gain results from new or expanded coverage in benefit programs, mandated by the federal government or state governments. An area of significant growth in the future will be Social Security contributions, which are mandated to rise—both the tax rate and the wage base. By 1988 the tax rate for employer contributions is scheduled to rise from 6.13 per cent to 7.15 per cent and the wage base will go to $50,100, which means that maximum contributions will rise from $1,588 in 1980 to $3,582. Not everyone will be subject to the maximum, but it is clear that the cost of Social Security to institutions will grow rapidly in the years ahead. (It should be noted that faculty members will be subject to similar deductions from their salaries inasmuch as they share equally with their employers in the cost of Social Security.) Of course, Social Security tax increases will slow the growth of and in some cases reduce the level of "take-home" salaries.

The dollar value of major fringe benefits and the importance relative to average salary are shown in Table 7 by academic rank for faculty at institutions classified by category and type. As a general rule, fringe benefits as a percentage of salary do not differ appreciably across the ranks. This is a bit surprising, given the diversity of fringe benefits and the way in which some are linked and others are not linked to salary levels. Fringe benefits as a percentage of sal-

ary are slightly more generous (18.5 per cent for all ranks combined) at Category IIA institutions; they are least generous (15.8 per cent) at Category IV institutions. Private institutions provide fringe benefits of larger relative and absolute value; church-related institutions offer the smallest fringe benefits. The reasons for these differences are complex and could be identified only by careful study.

The value of the specific fringe benefits and the segregation of these benefits into mandatory and nonmandatory categories are presented in Table 8; information is shown for institutions by category and type. Of the fringe benefits listed, mandatory fringes for all institutions in all categories except IV are valued at about $1,200 per academic year versus slightly more than $2,600 for nonmandatory fringes. Public institutions provide most generously for retirement; church-related institutions provide only

Table 7

Weighted Average Dollar Value of Major Fringe Benefits and Average Fringe Benefits as a Percentage of Average Salary for Full-Time Faculty Members, by Category of Institution, Type of Affiliation, and Academic Rank, 1979-80[1]

Academic Rank	ALL COMBINED			PUBLIC			PRIVATE INDEPENDENT			CHURCH-RELATED		
	# of Insts.	$ Value	% of Sal.	# of Insts.	$ Value	% of Sal.	# of Insts.	$ Value	% of Sal.	# of Insts.	$ Value	% of Sal.
CATEGORY I												
Professor	202	$5,240	17.1%	139	$4,920	16.3%	47	$6,630	19.9%	16	$4,530	16.1%
Associate	200	3,900	17.3	139	3,810	17.0	46	4,500	19.5	15	3,570	16.6
Assistant	198	3,200	17.6	139	3,200	17.6	46	3,350	18.2	13	2,680	15.1
Instructor	182	2,410	16.9	126	2,430	17.1	43	2,560	17.3	13	1,760	12.3
All Ranks	207	4,140	17.4	140	3,980	17.0	51	5,070	19.5	16	3,450	15.9
CATEGORY IIA												
Professor	531	5,050	19.0	251	5,270	19.4	135	4,580	17.5	145	4,000	17.5
Associate	513	3,950	18.6	258	4,110	19.0	137	3,700	18.0	118	3,200	16.9
Assistant	504	3,100	17.8	257	3,250	18.3	137	2,750	16.3	110	2,590	16.3
Instructor	400	2,320	16.6	225	2,460	17.1	93	1,960	14.6	82	1,820	14.6
All Ranks	568	3,860	18.5	258	4,050	18.9	152	3,470	17.3	158	3,110	16.9
CATEGORY IIB												
Professor	544	4,160	18.3	77	3,850	15.9	169	4,910	19.8	298	3,670	17.8
Associate	584	3,170	17.3	81	3,260	16.2	177	3,510	18.6	326	2,910	16.9
Assistant	593	2,470	16.0	83	2,730	16.0	187	2,630	17.0	323	2,250	15.4
Instructor	446	1,820	14.3	65	2,220	16.0	134	1,890	14.9	247	1,610	13.2
All Ranks	646	3,000	17.0	84	3,050	16.2	206	3,410	18.4	356	2,690	16.4
CATEGORY III												
Professor	207	4,190	16.9	176	4,260	16.9	19	2,970	16.6	12	2,830	17.7
Associate	291	3,630	17.3	246	3,670	17.3	29	2,850	17.5	16	2,490	16.2
Assistant	303	3,070	17.3	256	3,130	14.7	29	2,100	15.1	18	1,960	14.9
Instructor	273	2,460	15.6	232	2,560	15.8	26	1,640	14.5	15	1,320	12.7
All Ranks	330	3,250	17.0	269	3,310	17.0	36	2,300	16.6	25	2,030	15.3
CATEGORY IV												
No Rank	709	3,100	15.8	539	3,180	15.8	108	2,290	16.2	62	1,880	15.2
ALL CATEGORIES EXCEPT IV												
Professor	1,484	5,030	17.6	643	4,980	17.3	370	5,810	19.4	471	3,920	17.3
Associate	1,588	3,800	17.8	724	3,880	17.7	389	3,950	18.8	475	3,100	16.8
Assistant	1,598	3,040	17.4	735	3,190	17.8	399	2,930	17.3	464	2,410	15.6
Instructor	1,301	2,310	16.2	648	2,470	16.7	296	2,060	15.6	357	1,670	13.4
All Ranks	1,751	3,820	17.7	751	3,890	17.6	445	4,140	18.7	555	2,920	16.4

[1]Sample includes 2,464 institutions reporting itemized fringe benefits.

NOTE: Figures rounded to nearest $10.

slightly more than half as much. There are also important differences among institutions in health insurance and tuition payments for dependents of college professors.

Perhaps the most important area for improvement in fringe benefits is retirement. With rapid price increases and pension and annuity benefits that are not indexed to price-level changes, the real value of actual retirement benefits can be disappointingly small. For example, with an inflation rate averaging 9.0 per cent for five years, the real value of a fixed retirement benefit is halved. Those most affected are participants in defined contribution plans. Pensions for members who participate in defined benefit plans are partially indexed through the use of final years' salary in calculating pensions. And those

Table 8

Weighted Average Dollar Value of Specific Fringe Benefits, by Category of Institution and Type of Affiliation, 1979-80[1]

(All Ranks Combined)

Category and Affiliation	MANDATORY			NON-MANDATORY						
	Social Sec.	Unemp. Comp.	Work. Comp.	Retire-ment	Life Ins.	Guar. Disab.	Health Ins.	Tuition	Housing	Others
				CATEGORY I						
Public	$1,014	$ 79	$ 81	$1,997	$ 97	$ 65	$ 585	–	–	$59
Private Ind.	1,281	136	87	2,313	130	74	582	$ 459	$ 5	*
Church-Rel.	1,188	101	69	1,356	74	84	456	111	*	*
All Combined	1,064	89	82	2,024	101	67	580	80	*	48
				CATEGORY IIA						
Public	1,056	75	59	2,037	81	42	629	–	–	65
Private Ind.	1,131	125	87	1,291	103	82	548	101	5	*
Church-Rel.	1,039	103	83	1,151	74	78	482	32	62	*
All Combined	1,065	86	66	1,833	84	51	602	18	7	49
				CATEGORY IIB						
Public	994	69	39	1,261	81	27	575	–	–	*
Private Ind.	1,086	130	78	1,283	87	85	426	210	20	*
Church-Rel.	974	90	54	925	68	60	404	103	10	*
All Combined	1,015	99	59	1,111	77	62	446	116	11	*
				CATEGORY III						
Public	850	93	80	1,477	68	48	691	–	–	*
Private Ind.	875	157	68	614	74	46	464	–	–	*
Church-Rel.	795	74	48	582	58	22	451	–	–	–
All Combined	850	94	79	1,430	68	47	679	–	–	*
				CATEGORY IV						
Public	646	83	125	1,327	74	73	846	–	–	*
Private Ind.	844	175	68	608	59	59	400	76	–	*
Church-Rel.	736	89	55	485	51	30	372	10	52	–
All Combined	658	88	120	1,270	73	71	812	4	*	*
				ALL CATEGORIES EXCEPT IV						
Public	1,007	79	72	1,920	88	54	612	–	–	52
Private Ind.	1,181	132	84	1,729	110	79	531	285	9	*
Church-Rel.	1,023	96	65	1,054	71	69	437	81	25	*
All Combined	1,038	90	73	1,788	90	60	579	57	*	38

[1]Sample includes 2,464 institutions reporting itemized benefits.

*Sample too small to be meaningful.

faculty members whose retirement programs are integrated with Social Security receive full indexing for that part of their retirement income. The task of finding not only the resources to enhance retirement programs but also innovative methods of dealing with inflation deserves close attention.

PART III: ACTIVITIES OF COMMITTEE Z

The Committee has been engaged in a number of activities during the year. For example, we considered changes in the ratings procedure as discussed elsewhere in the report; we also embarked on a study of fringe benefits, some of the results of which are presented in the report this year, but additional work is planned with particular emphasis on comparing fringe benefits for faculty members with those of other occupational groups.

In the coming year we intend also to begin an examination of the impact of collective bargaining. This is a difficult subject to study because collective bargaining may affect not only salary and compensation, but governance as well. We do not expect any quick answers, but plan to explore what we can learn from this important study. The topic of salary structures continues to interest us, especially the impact of schedules on percentage increases in salaries. Methods by which the profession can cope with inflation deserve close study. This includes a consideration of both salary increases and retirement incomes.

Our ability to carry on these studies depends on the time and interest of Committee members, the time of the professional staff to assist in these projects, and the availability of funds to pay for special resources needed for these projects. We hope that it will be possible to do more in the coming year. The Committee plans to provide additional special reports and analyses in the pages of *Academe* along the lines of the paper in the May issue, which dealt with the impact of consulting on faculty performance, written by Professor Carl Patton of the University of Illinois, a member of Committee Z. The Committee also intends to continue offering one or more sessions at Annual Meetings on topics of interest to the membership. This year's session on retirement and Social Security benefits was chaired by Professor Hirschel Kasper (of Oberlin College), also a member of the Committee. I also want to acknowledge the contribution of Charlotte V. Kuh, David D. Palmer, and, most particularly, T. Paul Schultz for his generous help in the work of Committee Z. This spring, Maryse Eymonerie completed a study on the availability of fringe benefits for part-time and full-time employees (i.e., faculty, administrators, and others). Financial support for this project was provided by the Ford Foundation. Copies are available upon request from the Washington Office ($5.00 first copy, $2.50 each additional copy; prepaid only).

The Committee's work would be impossible without the help of a large number of people. We are very grateful to the officials of the colleges and universities who respond to the *Higher Education General Information Survey* (HEGIS) and to the staff of the National Center for Education Statistics, which conducts this survey. The AAUP's Committee Z staff, under the direction of Maryse Eymonerie, has undertaken the enormous task of editing these reports, contacting institutions to clarify inconsistencies, generating tabulations, preparing tables for the annual report, and assisting in the interpretation of the results. Particular thanks should go to Joan Berne, Jerry Glass, Betty Iseri, and Joe Smith.

No chairman can complete a report without being indebted to Maryse Eymonerie for the tremendous dedication, energy, and intelligence she brings to her work with the Committee. She is keenly sensitive to the limitations of the data and works effectively to educate Committee members, and especially the Committee chairman, to the subtleties of their task. She has made a major contribution over the years to the development of one of the Association's most effective programs, that of its annual salary report. This is the last year that Maryse Eymonerie will be a member of the Association's professional staff and the guiding hand of Committee Z. We wish her well.

W. Lee Hansen (Economics)
University of Wisconsin-Madison
Chairman, Committee Z on the
Economic Status of the Profession

Post Mortem by the Survey Director

As pointed out in this report by Professor Hansen, who compares faculty salaries and increases to those of individuals in other professions, the unprecedented rate of inflation for the nation over this past decade has hit faculty members in colleges and universities particularly hard. It would be irresponsible of us to discourage talented individuals from entering the profession because salaries are inadequate. Letting the public know that faculty members are not fairly compensated might be a first step toward improving the alarming financial situation facing higher education today.

As the person who has conducted the AAUP survey and analyzed the faculty salary and fringe-benefits data for more than just this past decade, I would like to identify a number of important factors contributing to the extremely distressing situation confronting many faculty members, as well as administrators, in institutions of higher education:

1. Enrollment declines, which have resulted from changes in demographic patterns and related economic factors, have been further accentuated by steep increases in tuition fees. The uncertainty of securing employment has reduced the incentive for undergraduate students and others to further their education.

2. Since it has been extremely difficult to enter into the profession, young graduates of the seventies have had to turn to other markets in the public and private sectors.

3. The surplus of faculty members with some experience (i.e., individuals whose appointments are not renewed or whose term appointments expire) will eventually end because these faculty members will be forced to turn to other professions or jobs in order to survive.

4. Tenured faculty members who, more than their untenured colleagues, have a certain degree of job security, see their normal salary progressions interrupted, while at the same time they continue to experience a sharp decrease in purchasing power.

5. In any profession, salaries need to be competitive in order to attract qualified individuals, especially in hard times. Current starting salaries for faculty members, while lower in real terms than those during the sixties, are proportionately higher than they were then. Because of the surplus of experienced faculty, more appointments are now made in the upper ranks. These, however, are often on a renewable short-term basis.

6. As salary levels or institutional averages from one year to the next appear to go up faster than they have in years past, one must realize that the "increase" may be only illusory for the following reasons:

a. As new faculty enter the profession—often with short-term contracts—appointments are made at higher salaries.

b. Senior faculty who, though not receiving very high increases, have higher salaries than their more junior colleagues (although not necessarily proportionate), may postpone retirement because of inflation.

c. Changes in demand also affect the decision to retain faculty members (including the meritorious ones) with three to six years of service and with salaries usually in the lower brackets.

d. The increased use of part-timers and the decreasing number of full-time appointments at the lower levels have drastically affected the distribution of faculty members within ranks, with that of instructor practically disappearing.

The above factors, while not exclusive, have seriously affected the "institutional" salary levels, which, when used for purposes of comparison, should be treated with caution, especially the "all ranks combined" figure, which is weighted by the number of individuals in each rank. A reduction of lower paid faculty without an addition of higher paid ones and without an increase in salary will result in a higher salary level in a given year over the previous one. For these reasons, it is very important to watch for possible shift in the distribution of faculty within rank, the pattern of turnover, and other

factors which all undoubtedly affect salary levels. A comparison of an institutional salary to the average salary of continuing faculty can be very revealing.

Variations in Salary Increases

Traditionally, because of turnover and normal movement through the structure, the increase in institutional salary levels from year to year was expected to be lower than that given continuing faculty members (the latter representing the increase of individuals). In recent years, however, in order to attract or retain qualified faculty members, institutions have had to offer competitive salaries to new faculty or higher salaries to experienced ones. As revenues and allocations to higher education are reduced, funds needed for normal progression, cost of living, merit increases, and promotions have not been sufficient to keep continuing faculty salaries at adequate levels or in line with those in other professions. The recent method of giving increases on an across-the-board basis or a "flat sum" for all is another factor contributing to the destruction of normal and equitable salary structures. Increases for continuing faculty, which in normal times would be 1.5 to 2.5 per cent higher than the increase in "institutional levels", will soon be about the same. This in turn means that, while new faculty may receive entrance salaries proportionately higher than those offered ten or fifteen years ago, in fact they have little to look forward to as they join the ranks of their senior colleagues. The data below show the differences between the two types of increases previously mentioned.

Academic Rank	Salary Levels	Continuing Faculty	Difference
		1978-79 to 1979-80	
Professor	7.5%	7.8%	(0.3)
Associate	7.0	8.2	(1.2)
Assistant	6.8	8.7	(1.9)
Instructor	6.4	8.9	(2.5)
All Ranks	7.1	8.1	(1.0)
		1973-74 to 1974-75	
Professor	5.8%	6.6%	(0.8)
Associate	5.9	7.4	(1.5)
Assistant	5.7	7.9	(2.2)
Instructor	5.8	8.7	(2.9)
All Ranks	5.8	7.4	(1.6)
		1969-70 to 1970-71	
Professor	5.3%	7.0%	(1.7)
Associate	5.5	7.9	(2.4)
Assistant	5.2	8.4	(3.2)
Instructor	5.8	8.6	(2.8)
All Ranks	5.4	7.8	(2.4)

Ratings

A major revision in 1970 was a change in the rating scheme. The most important aspect of the change was to replace *gradings*, which were assigned on preset scales, by *ratings* based upon and controlled by the actual *decile* distributions of compensation levels of reporting institutions. Starting in 1971, the ratings have been based on the actual distributions of average compensations, but using *only* the quintiles rather than deciles.

In this year's report, we follow the same procedure, but the two ratings published in Appendix I have been assigned using both the institution's overall (or all-ranks-combined) average salary and the average compensation levels. Faculty members, institutional administrators, or readers-at-large wishing to assign ratings to individual ranks may do so by referring to the distributions of average compensations and average salaries presented in Tables 11 and 12 immediately following the text of this report. The "Note" at the bottom of these tables contains an example of how to assign a rating.

Fringe Benefits

The total cost of a particular program can vary greatly, depending on the benefits it provides and on how the cost is shared between the individual faculty member and the institution (or sometimes the state). When the institution pays part of the cost, the most common practice has been a fifty-fifty split between employer and employee. Some institutions pay the entire cost for their faculty but expect the cost of coverage for dependents to be paid by faculty members. Under this arrangement, the faculty member enjoys the institution's group rate.

The countable major fringe benefits included in our survey include mandatory benefits, such as Social Security, unemployment compensation, and workmen's compensation, which are required by state or federal law. Nonmandatory benefits are provided voluntarily and include retirement, life insurance, disability income protection, health insurance, tuition benefits, housing subsidies, and benefits in kind with cash options. For detailed definitions as well as criteria for inclusion of these benefits, see the Explanation of Statistical Data by Institution (Col. 4) immediately preceding the appendices. Because of the special nature of other benefits, such as sabbatical leaves, offered faculty members, it is not appropriate to compare fringe benefits in higher education

with the more comprehensive estimates of fringe benefits for other occupational groups.

It should be noted that the federal Social Security program is not mandatory in every state; faculty members teaching at public institutions in Colorado, Florida, Illinois, Louisiana, Maine, Massachusetts, Nevada, and Ohio are not covered. In addition, faculty members who are clerics are not allowed to participate in the Social Security program. Therefore, the average cost of Social Security shown in Table 8 does not necessarily correspond to the maximum Social Security payments that would be made if *all* faculty members were covered.

It must be emphasized that the dollar value of the various fringe benefits shown in Tables 7 and 8 represents only the employer's (or state) contribution.

Conclusion

I would like to conclude on a personal note. After twenty-one years with the AAUP and Committee Z, I want to acknowledge the dedication and pioneering efforts of my mentor and good friend, Peggy Heim, and the enlightening stewardship of Committee Z chairmen with whom I have had the privilege of working over the years: Fritz Machlup, William Baumol, Peter Steiner, Robert Dorfman, and Lee Hansen. May AAUP always be blessed with such talent.

MARYSE EYMONERIE
Associate Secretary
and Director of Research

Table 9

Percentage of Faculty Members within Ranks, Weighted Average Salary, Average Fringe Benefits, Average Compensation, and Fringe Benefits as a Percentage of Average Salary and Average Compensation, by Rank and for All Ranks Combined[1]

(Data on Standard Academic-Year Basis)

Academic Rank	Percentage of Faculty Within Ranks	Average:			Fringe Benefits as a % of Average:	
		Salary	Fringe Benefits	Compensation	Salary	Compensation
I. Institutions with Professorial Ranks (1,773)						
Professor	30.5%	$28,450	$5,020	$33,470	17.6%	15.0%
Associate	28.9	21,390	3,790	25,180	17.7	15.0
Assistant	29.6	17,450	3,030	20,480	17.4	14.8
Instructor	9.4	14,260	2,280	16,540	16.0	13.8
Lecturer	1.6	16,040	3,150	19,190	19.6	16.4
All Ranks	100.0	21,620	3,790	25,410	17.5	14.9
II. Institutions without Professorial Ranks (713)						
No Rank		19,570	3,090	22,660	16.0	13.7

[1]Sample includes 2,486 institutions.

Table 10

Weighted Average Salary and Average Compensation, by Category, Type of Affiliation, and Academic Rank, 1979-80[1]

(Standard Academic-Year Basis)

Academic Rank	SALARY				COMPENSATION			
	All Combined	Public	Private Independent	Church-Related	All Combined	Public	Private Independent	Church-Related
				CATEGORY I				
Professor	$30,680	$30,120	$33,400	$28,030	$35,920	$35,040	$40,030	$32,550
Associate	22,500	22,450	23,040	21,550	26,380	26,250	27,540	25,120
Assistant	18,180	18,160	18,390	17,680	21,370	21,360	21,740	20,350
Instructor	14,250	14,160	14,770	14,330	16,650	16,580	17,330	16,090
All Ranks	23,770	23,440	25,930	21,630	27,880	27,400	30,950	25,060
				CATEGORY IIA				
Professor	26,610	27,200	26,160	22,920	31,610	32,460	30,700	26,910
Associate	21,180	21,630	20,540	18,960	25,110	25,730	24,200	22,130
Assistant	17,420	17,790	16,820	15,900	20,500	21,040	19,530	18,470
Instructor	14,030	14,400	13,380	12,450	16,330	16,860	15,250	14,250
All Ranks	20,870	21,390	20,100	18,410	24,700	25,410	23,510	21,480
				CATEGORY IIB				
Professor	22,780	24,230	24,740	20,630	26,930	28,080	29,640	24,280
Associate	18,380	20,110	18,860	17,220	21,550	23,360	22,370	20,130
Assistant	15,420	17,030	15,510	14,610	17,890	19,720	18,140	16,860
Instructor	12,760	13,920	12,670	12,240	14,560	16,020	14,540	13,860
All Ranks	17,630	18,860	18,560	16,420	20,600	21,850	21,950	19,090
				CATEGORY III				
Professor	24,750	25,190	17,930	15,950	28,940	29,450	20,910	18,770
Associate	21,010	21,270	16,270	15,420	24,630	24,940	19,080	17,910
Assistant	17,680	17,930	13,900	13,260	20,740	21,060	15,920	15,230
Instructor	15,690	16,130	11,320	10,390	18,150	18,690	12,830	11,720
All Ranks	19,080	19,450	13,820	13,280	22,300	22,750	15,930	15,290
				CATEGORY IV				
No Rank	19,570	20,060	14,170	12,330	22,660	23,230	16,450	14,210
				ALL CATEGORIES EXCEPT IV				
Professor	28,450	28,830	29,960	22,640	33,470	33,800	35,760	26,550
Associate	21,390	21,940	21,030	18,440	25,180	25,810	24,960	21,530
Assistant	17,450	17,950	16,960	15,410	20,480	21,130	19,870	17,810
Instructor	14,260	14,810	13,250	12,410	16,540	17,270	15,230	14,080
All Ranks	21,620	22,130	22,120	17,770	25,410	25,990	26,210	20,670

[1]Sample includes 2,486 institutions.

NOTE: These tabulations do not include the CUNY units which slightly affect the overall averages, but do significantly underestimate those in Category III.

Table 11

Deciles of the Distribution of Institutions by Average Compensation, Category, and Academic Rank, 1979-80

Rating[1]	1*		1		2		3		4	
Percentile:	95	90	80	70	60	50	40	30	20	10
					CATEGORY I					
Professor	$43,480	$41,350	$38,510	$36,640	$35,450	$34,120	$32,580	$31,110	$30,160	$28,780
Associate	30,740	29,660	28,230	27,530	26,920	26,310	25,620	24,950	24,410	22,750
Assistant	24,740	23,850	22,780	22,080	21,580	21,120	20,720	20,280	19,930	19,040
Instructor	20,150	19,020	18,370	17,710	17,270	16,580	16,270	15,630	15,260	14,470
All Ranks	34,690	32,670	30,400	28,890	27,900	26,510	25,540	24,890	23,700	22,470
					CATEGORY IIA					
Professor	38,450	35,890	32,830	30,930	29,350	27,880	26,720	25,550	23,930	21,340
Associate	30,120	28,760	26,400	25,030	24,050	23,340	22,410	21,530	20,490	18,770
Assistant	24,620	23,390	21,920	20,900	20,100	19,550	18,800	18,260	17,390	15,980
Instructor	20,930	19,570	18,000	17,330	16,580	15,820	15,320	14,950	14,320	13,350
All Ranks	32,610	29,420	26,310	24,340	23,340	22,460	21,570	20,460	19,420	17,260
					CATEGORY IIB					
Professor	33,630	31,340	28,610	26,610	25,250	24,120	22,800	21,520	20,130	18,150
Associate	26,110	24,520	22,960	21,910	21,000	20,120	19,410	18,520	17,570	16,190
Assistant	21,070	19,900	18,980	18,380	17,580	17,040	16,420	15,930	15,140	14,260
Instructor	17,910	17,350	16,160	15,550	14,930	14,300	13,850	13,430	12,800	11,940
All Ranks	25,560	23,840	21,930	20,790	19,700	18,710	17,830	16,930	15,910	14,430
					CATEGORY III					
Professor	33,500	32,350	30,390	28,940	26,700	25,450	23,970	23,000	21,560	19,880
Associate	28,930	28,090	25,620	24,200	22,740	21,910	20,950	20,280	19,430	17,430
Assistant	25,270	23,810	21,980	20,710	19,890	19,020	18,440	17,790	16,930	15,680
Instructor	21,370	20,240	18,340	17,680	16,960	16,080	15,390	14,750	14,060	12,800
All Ranks	27,160	25,150	23,370	21,780	20,260	19,300	18,490	17,730	16,590	15,000
					CATEGORY IV					
No Rank	30,620	28,300	24,620	21,860	19,770	18,380	17,300	16,190	15,040	13,030
					ALL CATEGORIES EXCEPT IV					
Professor	38,250	35,480	32,420	30,240	28,520	26,740	25,270	23,740	21,880	19,700
Associate	29,340	27,830	25,870	24,450	23,340	22,160	21,190	20,140	18,960	17,310
Assistant	24,240	22,700	21,270	20,250	19,500	18,730	18,030	17,180	16,250	14,960
Instructor	20,160	18,760	17,670	16,870	16,090	15,500	14,990	14,320	13,610	12,600
All Ranks	30,200	27,770	25,150	23,420	22,190	20,790	19,640	18,480	17,160	15,400

[1]Interpretation of the Ratings: 1* = 95th percentile; 1 = 80th percentile; 2 = 60th percentile; 3 = 40th percentile; 4 = 20th percentile. Average compensation lower than the 20th percentile will be rated 5.

NOTE: Interpretation of data: An average compensation of $36,350 for the rank of full professor in a Category I institution would be rated 2 because it falls between the 60th and 80th percentiles or is higher than $35,450 but less than $38,510, which is the average compensation required for a rating of 1 or the compensation level of the 80th percentile. Another way to state the relative position of the figure used in our sample would be to say an average compensation of $36,350 falls among the top 40 percent of distribution of average compensation in descending order (i.e., top paying institutions).

Table 12

Deciles of the Distributions of Institution by Average Salary, Category, and Academic Rank, 1979-80

Rating[1]	1*		1		2		3		4	
Percentile:	95	90	80	70	60	50	40	30	20	10
					CATEGORY I					
Professor	$36,040	$34,720	$32,320	$31,170	$30,360	$29,560	$28,340	$27,540	$26,630	$24,770
Associate	25,460	24,530	23,620	23,230	22,870	22,370	21,990	21,420	21,050	20,320
Assistant	20,470	19,600	19,040	18,700	18,320	17,960	17,790	17,530	17,120	16,830
Instructor	16,600	16,180	15,570	15,030	14,650	14,440	13,970	13,630	13,330	12,830
All Ranks	28,950	26,740	25,760	24,370	23,810	22,870	22,340	21,680	20,820	19,490
					CATEGORY IIA					
Professor	31,130	29,960	28,000	26,300	25,290	24,220	23,350	22,030	20,650	18,250
Associate	24,560	23,600	22,180	21,320	20,690	20,100	19,540	18,740	17,670	16,240
Assistant	20,000	19,280	18,400	17,750	17,330	16,880	16,430	15,880	15,080	14,010
Instructor	16,880	16,210	15,360	14,760	14,250	13,850	13,510	13,080	12,550	11,690
All Ranks	26,140	24,440	21,970	20,810	19,870	19,280	18,640	17,850	16,590	15,120
					CATEGORY IIB					
Professor	27,530	26,460	24,040	22,970	21,740	20,850	19,850	18,650	17,510	16,230
Associate	21,630	20,670	19,550	18,720	18,020	17,330	16,720	16,000	15,290	14,220
Assistant	17,810	17,070	16,240	15,810	15,260	17,740	14,290	13,840	13,270	12,550
Instructor	15,300	14,880	14,150	13,490	12,970	12,590	12,210	11,850	11,310	10,510
All Ranks	21,050	20,080	18,730	17,950	17,000	16,240	15,540	14,790	13,910	12,650
					CATEGORY III					
Professor	28,570	27,980	26,060	24,510	23,380	22,030	21,150	20,280	18,730	17,630
Associate	24,680	23,380	21,560	20,430	19,580	18,980	18,360	17,890	17,030	15,120
Assistant	21,570	19,990	18,400	17,580	16,980	16,460	16,090	15,670	14,090	13,460
Instructor	18,010	16,990	15,610	14,950	14,390	13,790	13,380	12,940	12,280	11,270
All Ranks	23,150	21,360	19,600	18,610	17,450	16,680	16,250	15,640	14,710	13,190
					CATEGORY IV					
No Rank	36,420	24,290	21,220	18,770	17,220	16,080	15,130	14,100	13,130	11,440
					ALL CATEGORIES EXCEPT IV					
Professor	31,800	30,000	27,690	25,890	24,370	23,150	21,860	20,640	18,950	17,030
Associate	24,320	23,250	21,870	20,880	19,980	19,150	18,360	17,510	16,400	15,120
Assistant	19,900	18,980	18,070	17,380	16,820	16,210	15,660	14,940	14,130	13,130
Instructor	16,800	15,870	15,030	14,490	13,930	13,510	13,080	12,580	12,000	11,150
All Ranks	25,430	23,590	21,420	19,970	19,000	18,050	16,970	16,090	15,040	13,550

[1]Interpretation of the Ratings: 1* = 95th percentile; 1 = 80th percentile; 2 = 60th percentile; 3 = 40th percentile; 4 = 20th percentile. Average salary lower than the 20th percentile will be rated 5.

NOTE: Interpretation of data: An average salary of $30,950 for the rank of full professor in a Category I institution would be rated 2 because it falls between the 60th and 80th percentiles or is higher than $30,360 but less than $32,320, which is the average salary required for a rating of 1 or the salary level of the 80th percentile. Another way to state the relative position of the figure used in our sample would be to say an average salary of $30,950 falls among the top 40 percent of distribution of average salary in descending order (i.e., top paying institutions).

Table 13

Percentage of Full-time Faculty Members with Tenure Status, by Category Type of Affiliation, Academic Rank, and Sex, 1979-80[1]

Academic Rank	All Combined	Public	Private Ind.	Church-Rel.	All Combined		Public		Private Independent		Church-Related	
					Men	Women	Men	Women	Men	Women	Men	Women
					CATEGORY I							
Professor	97%	97%	98%	96%	97%	96%	97%	96%	98%	96%	96%	94%
Associate	84	86	70	83	84	82	87	85	71	65	83	83
Assistant	17	19	6	16	15	21	17	24	6	6	14	19
Instructor	8	9	1	6	7	8	8	9	1	1	8	4
All Ranks	66	67	63	60	71	44	72	45	68	35	66	41
					CATEGORY IIA							
Professor	95	96	92	93	95	95	96	95	92	92	93	93
Associate	82	84	75	76	82	81	84	83	75	73	76	79
Assistant	35	40	20	29	35	37	38	42	19	21	30	27
Instructor	11	12	8	5	12	10	13	12	11	5	5	4
All Ranks	65	68	55	58	70	50	72	54	60	40	64	41
					CATEGORY IIB							
Professor	94	96	95	91	94	91	96	95	96	94	92	87
Associate	79	83	81	75	80	75	83	80	81	79	77	70
Assistant	26	41	17	25	25	27	39	45	16	18	25	26
Instructor	4	8	3	2	4	3	8	7	3	3	3	2
All Ranks	55	60	55	52	61	40	64	48	61	39	59	37
					CATEGORY III							
Professor	96	96	97	91	96	95	96	95	98	95	93	81
Associate	89	90	83	84	90	87	90	88	90	71	87	77
Assistant	58	59	40	41	60	56	60	57	45	34	43	38
Instructor	26	27	17	12	35	18	36	18	10	21	13	11
All Ranks	65	66	47	51	71	55	72	56	55	39	60	36
					CATEGORY IV							
No Rank	79	81	43	45	82	73	84	75	48	40	47	41
					ALL CATEGORIES EXCEPT IV							
Professor	96	97	96	93	96	94	97	95	96	94	93	89
Associate	86	89	75	77	86	88	89	91	75	72	78	75
Assistant	28	32	14	25	27	31	30	36	13	15	25	26
Instructor	12	15	5	4	14	10	18	12	6	5	4	3
All Ranks	64	70	58	55	71	53	74	58	64	38	62	38

[1]Sample includes 2,132 institutions providing this information.

Table 14

Number of Institutions Included in the Tabulations[1] Presented in this Report and Percentage of Faculty within Each Subgroup, by Type of Affiliation and Institutional Category

Category	ALL COMBINED		PUBLIC		PRIVATE INDEPENDENT		CHURCH-RELATED	
	Number of Institutions	Percentage of Faculty	Number of Institutions	Percentage of Faculty	Number of Institutions	Percentage of Faculty	Number of Institutions	Percentage of Faculty
I	208	38.9%	141	41.6%	51	41.9%	16	14.3%
IIA	576	27.8	261	27.6	155	27.0	160	30.0
IIB	652	11.1	86	3.2	207	24.0	359	50.5
III	337	7.7	270	9.7	42	2.4	25	1.5
IV	713	14.5	541	17.9	110	4.7	62	3.7
Total	2,486	100.0	1,299	100.0	565	100.0	622	100.0

[1]Tabulations are based upon data obtained from the National Center for Education Statistics. The data for the units of the City University of New York were not available and approximately 440 institutions have been deleted for various reasons (e.g., instructional staff solely composed of part-time faculty, contributed services, contracts other than 9-10 or 11-12 months).

Table 15

Percentage of Institutions with Specific Increases in Salary Levels and Percentage of Faculty Members Teaching in These Institutions, 1970-71 to 1979-80[1]

Percentage Increase	PERCENTAGES:											
	Institutions						Faculty Members					
	All	I	IIA	IIB	III	IV	All	I	IIA	IIB	III	IV
90 and over	2.3	0.8	6.4	1.5	1.8	16.0	1.5	0.4	5.5	0.6	1.6	23.2
85 to 89	0.9	0.8	3.9	–	–	6.0	1.2	0.7	4.1	–	–	6.5
80 to 84	2.3	0.8	3.0	1.5	1.8	3.0	1.0	0.1	3.7	1.7	4.4	3.0
75 to 79	3.6	2.5	4.4	2.3	1.8	12.0	3.1	1.5	5.0	2.1	0.4	13.0
70 to 74	6.0	7.6	7.4	3.4	12.3	13.0	8.7	8.5	6.0	5.8	14.0	9.9
65 to 69	8.2	5.1	14.3	5.0	12.3	11.0	8.7	5.7	27.0	5.3	15.8	15.7
60 to 64	15.7	26.3	12.8	10.3	14.0	12.0	22.8	28.9	11.2	12.0	20.6	11.1
55 to 59	15.0	16.9	14.8	14.2	19.3	10.0	16.2	15.7	12.6	17.4	19.6	7.3
50 to 54	17.4	21.2	15.8	19.5	8.8	9.0	18.9	22.1	13.3	21.9	7.9	6.8
45 to 49	11.0	13.6	5.9	13.4	7.0	3.0	9.8	11.4	3.7	11.9	5.0	1.0
40 to 44	8.0	3.4	3.4	11.1	10.5	1.0	5.3	4.0	2.2	8.9	8.6	0.3
35 to 39	4.2	0.8	3.4	8.0	–	2.0	1.6	1.1	3.3	6.5	–	0.1
30 to 34	2.2	–	1.5	4.6	–	–	0.6	–	0.7	2.7	–	–
25 to 29	1.6	–	1.5	3.1	3.5	–	0.3	–	1.1	2.2	0.9	–
Below 25	1.8	–	1.5	1.9	7.1	2.0	0.2	–	0.4	1.1	1.2	1.1
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0

[1]Sample includes 645 institutions reporting comparable data for the two-year period.

NOTE: Total may not add up to 100.0 because of rounding.

Table 16

Percentage of Institutions with Specific Increases in Salary Levels and Percentage of Faculty Members Teaching in These Institutions, 1974-75 to 1979-80[1]

Percentage Increase	PERCENTAGES: Institutions						Faculty Members					
	All	I	IIA	IIB	III	IV	All	I	IIA	IIB	III	IV
60 and over	0.7	—	1.4	0.4	1.2	6.2	0.4	—	0.5	0.6	3.0	6.4
55 to 59	0.7	—	0.9	1.1	—	3.1	0.3	—	0.8	0.5	—	2.6
50 to 54	1.6	0.9	2.3	1.5	1.2	11.7	1.2	0.5	2.4	0.7	1.7	13.2
45 to 49	4.0	3.7	5.0	2.6	6.1	9.9	4.1	4.5	3.7	1.6	9.7	14.5
40 to 44	9.2	4.6	12.3	8.6	8.5	16.7	8.8	6.7	11.8	8.5	10.2	18.4
35 to 39	18.6	26.9	20.9	15.4	22.2	16.7	24.2	25.5	25.9	20.9	8.6	18.8
30 to 34	25.1	35.2	20.0	25.6	24.4	15.4	30.2	39.0	18.5	26.9	26.6	12.8
25 to 29	21.2	16.7	23.0	20.3	24.4	13.0	19.4	14.8	25.9	21.4	18.0	9.9
20 to 24	12.1	10.2	8.6	14.3	17.1	2.5	7.8	6.5	6.7	11.2	19.5	1.4
15 to 19	3.6	0.9	2.3	5.6	3.7	3.7	1.7	1.0	1.5	4.0	2.7	1.7
10 to 14	1.9	0.9	1.8	3.0	—	—	1.5	1.6	1.4	2.4	—	—
5 to 9	0.7	—	0.5	1.5	—	0.6	0.4	—	0.6	1.4	—	0.2
Below 5	0.4	—	—	—	1.2	0.6	0.1	—	—	—	0.1	0.2
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0

[1]Sample includes 676 institutions reporting comparable data for the two-year periods.

NOTE: Totals may not add up to 100.0 because of rounding.

Table 17

Weighted Average Salaries and Average Compensations for Preclinical Departments of Medical Schools, by Type of Affiliation and Academic Rank, 1979-80[1]

(12-Month Basis)

Academic Rank	All Combined	Public	Private
	SALARY		
Professor	$40,460	$39,410	$42,300
Associate	30,680	30,280	31,370
Assistant	24,530	24,360	24,750
Instructor	18,410	18,300	18,560
All Ranks	31,110	30,960	31,340
	COMPENSATION		
Professor	47,170	45,690	49,750
Associate	35,900	35,340	36,880
Assistant	28,950	28,710	29,260
Instructor	21,520	21,400	21,660
All Ranks	36,420	36,110	36,910

[1]Sample includes 72 institutions (42 public and 30 private)

NOTE: Figures have been rounded to the nearest $10.

Table 18

Percentage Increases in Salaries and Compensations by Rank for Preclinical Departments of Medical Schools, 1978-79 - 1979-80

Academic Rank	All Combined	Public	Private
	SALARY		
Professor	5.3%	5.5%	5.1%
Associate	5.4	5.4	5.4
Assistant	5.2	4.2	6.2
Instructor	*	*	*
All Ranks[1]	5.9	5.7	6.1
	COMPENSATION		
Professor	6.1	7.1	4.7
Associate	7.2	7.2	7.2
Assistant	7.2	6.1	8.6
Instructor	*	*	*
All Ranks[1]	7.2	7.3	7.1

[1]All Ranks includes instructor.

*Sample too small to be meaningful.

NOTE: Number of faculty in each year used as weight.

Additional Tables Available upon Request

The following tables, contained in a booklet, may be obtained by writing the Washington Office of the AAUP, Suite 500, One Dupont Circle, Washington, D.C. 20036. ($20 for nonmembers and $10 for members, prepaid only.)

Table A: Annual Costs and Indexes of Comparative Costs Based on a Higher Living Standard for a Four-Person Family, Fall 1979, and Fall, 1978

Table B: Overall Average Compensation for 1979-80 and Ranking for AAU Member Institutions, 1979-80, 1978-79, 1977-78, 1976-77, 1975-76, and 1974-75

Table C: Weighted Average Salary, Analyzed by Region, Category, and Academic Rank, 1979-80

Table D: Same as Table C, but for Weighted Average Compensation

Table E: Weighted Average Salary and Average Compensation for Public and Private Category IIA Institutions by Rank and by State, 1979-80

Table F: Same as Table E, but for Category IIB Institutions

Table G: Average Salary and Average Compensation for a Selected Group of 36 and 41 Institutions Analyzed by Size and Regional Subgroups, 1979-80

Table H: Weighted Average Salaries for a Selected Group of 36 Institutions, by Academic Rank and for All Ranks Combined, 1957-58 through 1979-80.

Table I: Salary Ranking of Major Public Universities in Alphabetical Order, by Academic Rank, 1979-80

Table J: Same as Table I, but for Compensation

Table K: Weighted Average Salary and Average Compensation by Rank and for All Ranks Combined for the IVY LEAGUE, 1971-72 to 1979-80

Table L: Percentage Increases in Salaries and Compensations by Rank for the IVY LEAGUE Institutions

Table M: Weighted Average Salary and Average Compensation by Rank and for All Ranks Combined for the BIG TEN, 1970-71 to 1979-80

Table N: Same as Table M, but for the BIG EIGHT, 1966-67 to 1979-80

Table O: Percentage of Full-Time Faculty Members with Tenure Status, by Type of Affiliation and Academic Rank, 1974-75 through 1979-80

Table P: Same as Table O, but by Category and Academic Rank

Table Q: Weighted Average Salary for Men, and Weighted Average Salary for Women as a Percentage of Men's, by Rank, Category of Institution, and Affiliation, 1979-80

Table R: Average Salary and Average Compensation as a Percentage of Professors' Average Salary and Average Compensation, by Rank, Category of Institution, and Type of Affiliation, 1979-80

Table S: Number of Women Faculty Members as a Percentage of Total Faculty, by Category, Affiliation, and Academic Rank, 1979-80

Table T: Percentage Distribution of Full-Time Faculty Members by Rank, Category of Institution, and Affiliation, 1979-80

Table U: Percentage of Faculty for All Ranks Combined Analyzed by 1) the Increase in Salary Levels and 2) the Increase in Salary for Continuing Faculty, by Institution Affiliation, 1978-79 to 1979-80

Table V: Same as Table U, but for the Faculty in the Rank of Professor

Table W: Percentage of Faculty Members Teaching in Institutions with Specified Average Increases in Salary, by Type of Affiliation and Academic Rank, 1978-79 to 1979-80

Table X: Same as Table W, but by Category and Academic Rank

Table Y: Consumer Price Index for Academic Years 1969-70 to 1979-80

Table Z: Distribution of Faculty Members by Individual Salaries in All Institutions for All Ranks Combined, 1979-80

Explanation of Statistical Data by Institution

Appendix I—Institutions with Professorial Ranks —Data on Standard Academic-Year Basis

Notes—PNA (Publication not Authorized); LFO (Lay Faculty Only); Numbers refer to notes at end of Appendices.

Col. (1) *Institution Category*—Category I includes institutions which offer the doctorate and which conferred in the most recent three years an annual average of fifteen or more doctorates covering a minimum of three nonrelated disciplines. Category IIA includes institutions awarding degrees above the baccalaureate but not included in Category I. Category IIB includes institutions awarding only the baccalaureate or equivalent degree. Category III includes two-year institutions with academic ranks. Category IV includes institutions without academic ranks (with the exception of a few liberal arts colleges, this category includes mostly two-year institutions).

Col. (2) *Ratings of Average Salary and Average Compensation*—Ratings of average salary and average compensation for All Ranks Combined represent the percentile interval in which the overall salary or compensation lies (1* = 95% or above, 1 = 80%-94.9%, 2 = 60%-79.9%, 3 = 40%-59.9%, 4 = 20%-39.9%), and are based upon the 1979-80 actual distributions of overall average salary and average compensation. The ratings have been assigned using the actual average salary and average compensation. For those who wish to assign a rating to the average salary and/or average compensation for individual ranks, please refer to the decile distributions in the text.

Col. (3) *Average Compensation by Rank*—includes salary plus countable fringe benefits (salaries have been adjusted to a 9-month basis, when necessary). The figure has been rounded to the nearest hundred dollars (e.g., an entry of 22.6 would stand for an average compensation between $22,550 and $22,649).

Col. (4) *Fringe Benefits*—In general, fringe benefits include only those where the institution makes a definitive payment of a specified amount on behalf of and for the benefit of the individual faculty member. The major fringe benefits include the institution's contributions: (1) to Social Security (in order to have consistency in the data, for the purpose of the NCES survey, 6.13 per cent of the first $22,900 of salary has been used in calculating these payments); (2) to retirement programs to the extent that these become vested in the faculty member within five years; (3) for life insurance, hospital and medical insurance, and disability income protection; (4) for workmen's compensation; (5) for unemployment compensation taxes; (6) for housing allowances or for housing only if an equivalent cash benefit is available to *all* faculty members who prefer to live in houses other than those provided by the institution; (7) for tuition of faculty children only if the institution arranges for cash assistance for all children of faculty members, regardless of the institution they attend (the institution's total contribution is considered to be the maximum annual cash allowance made available per student multiplied by the number of faculty children attending college). Because of the difficulties involved in determining their value, benefits in kind are not included. Since the objective of the survey is the measurement of income available for personal consumption, as distinct from professional purposes, benefits of a professional nature (convention travel, membership fees, grading assistance, faculty clubs, etc.) are not included. Since the fringe-benefits data were released without suppression, appropriate adjustments have been made when necessary. This figure represents the overall average fringe benefits as a percentage of the overall average salary (i.e., All Ranks Combined).

Col. (5) *Average Salary by Rank*—(Salaries have been adjusted to a nine-month basis when necessary.) The figure has been rounded to the nearest hundred dollars (e.g., an entry of 21.6 would stand for an average salary between $21,550 and $21,649).

Col. (6) *Actual Percentage Increase in Salary*—This represents the increase in salary for faculty on staff both years.

Col. (7) *Number of Full-time Faculty Members by Rank* —Unless specifically requested otherwise by the institution, to preserve confidentiality of individual salary figures, data for columns (3), (4), (5), and (6) are not published when the number of faculty members in any given rank is five or fewer. In such cases, the data are replaced by a dash. In addition, the tape released by the National Center for Education Statistics did not contain salary data in cells containing one or two individuals. For this reason, the number of individuals in any given rank might be affected and might not reflect the actual number of full-time faculty members in that rank.

Col. (8) *Women as Percentage of Total Faculty*—This represents the number of women as a percentage of the total number of faculty members in each rank

(i.e., including individuals for whom salary data were suppressed by NCES).

Col. (9) *Tenured Faculty as Per Cent of Total Faculty*—This represents the number of tenured faculty members as a percentage of the total faculty members in each rank (i.e., including individuals for whom salary data were suppressed by NCES).

Appendix II—Institutions without Ranks—Data on Standard Academic-Year Basis

Col. (1) *Notes*—PNA (Publication Not Authorized); LFO (Lay Faculty Only); Numbers refer to notes at end of the appendixes.

Col. (2) *Institution Category*—similar to Column (1) in Appendix I.

Cols. (3) through (9)—similar to those in Appendix I.

Appendix III—Medical Schools-Preclinical Departments—Data on Twelve-Month Basis

(Data either were obtained directly from the institution or else were released to us by the Association of American Medical Colleges with the institution's permission.)

Col. (1) *Number of Full-time Faculty Members by Rank*—Unless specifically requested otherwise by the institution, to preserve confidentiality of individual salary figures, data for columns (2) and (3) are not published when the number of faculty members in any given rank is five or fewer. In such cases, the data are replaced by a dash.

Col. (2) *Average Compensation by Rank*—includes salary plus countable fringe benefits. The figure has been rounded to the nearest hundred dollars (e.g., an entry of 27.6 would stand for an average compensation between 27,550 and 27,649).

Col. (3) *Fringe Benefits*—For a definition of countable benefits, see Column (4) of Appendix I.

Col. (4) *Salary Distributions (All Ranks Combined)*. These figures represent the salary quartiles of the distribution of faculty salaries for the institution as a whole.

APPENDIX I

NAME OF INSTITUTION	NOTES	(1) INST CATEGORY	(2) RATING AVG COM P	(2) RATING AVG SAL	(3) AVERAGE COMPENSATION BY RANK (IN THOUSANDS) PR	AO	AI	IN	(4) FRINGE BEN AS % OF SALARY	(5) AVERAGE SALARY BY RANK (IN THOUSANDS) PR	AO	AI	IN	(6) SALARY INCREASE FOR CONTINUING FACULTY (IN PERCENT) PR	AO	AI	IN	(7) NUMBER OF FULL-TIME FAC BY RANK PR	AO	AI	IN	(8) WOMEN AS % OF TOT FAC	(9) TENURED FAC AS % OF TOT FAC
A L A B A M A																								
ALABAMA A & M UNIVERSITY		IIA	4	4	23.9	21.5	18.8	14.9	10.	21.7	19.6	17.1	13.5	6.6	6.6	6.8	6.9	42	71	103	48	37.1	42.0
ALABAMA STATE UNIVERSITY		IIA	4	4	24.2	21.8	18.7	16.0	9.	22.3	20.0	17.1	14.6	5.9	5.3	6.4	5.4	21	50	52	49	44.1	45.2
ATHENS STATE COLLEGE		IIB	1	1	26.6	23.1	18.6		8.	24.7	21.4	17.1		7.3	1.4	.5	----	8	16	12		40.0	80.0
AUBURN U MAIN CAMPUS		I	5	4	30.0	23.7	19.9	14.7	10.	27.(	21.6	18.0	13.2	.1	.3	.8	1.7	251	342	346	132	17.3	56.6
AUBURN U AT MONTGOMERY		IIA	4	4	28.0	22.5	18.2	15.0	11.	25.7	20.4	16.3	13.3	.8	.2	1.2	.4	12	50	41	35	35.0	
BIRMINGHAM STHN COLLEGE		IIB	2	2	26.2	20.0	17.2		23.	21.0	16.2	14.4		6.9	8.6	8.1		21	22	20		32.8	65.7
HUNTINGDON COLLEGE		IIB	4	4	19.8	15.4	15.4	----	18.	16.7	13.1	13.0	----	4.7	5.5	5.7	----	13	8	10	3	32.5	45.0
JACKSONVL ST UNIVERSITY		IIA	3	2	26.9	25.6	21.3	19.1	17.	23.2	21.9	18.2	16.3	4.0	7.4	9.4	8.6	21	116	67	56	38.1	45.8
JUDSON COLLEGE		IIB	4	4	19.9	16.0	14.8	----	14.	17.4	13.8	13.0	----					9	7	9	3	51.7	55.2
LIVINGSTON UNIVERSITY	1	IIA	5	5	23.4	18.8	15.7		10.	21.5	17.1	14.2		.5	1.2	.5		7	25	25		38.7	51.6
OAKWOOD COLLEGE		IIB	4	4	----	16.4	16.3	14.9	14.	----	14.3	14.3	13.0	----	9.0	7.4	6.2	3	11	23	15	50.0	3.3
SELMA UNIVERSITY		IIB	5	5	----	----		----	11.	----	----		----	----	----		----	4	4		5	21.1	42.1
SPRING HILL COLLEGE	LFO	IIB	3	3	23.8	19.5	16.6	----	13.	21.1	17.1	14.7	----	11.0	9.9	11.7		8	9	19	4	26.7	46.7
STILLMAN COLLEGE		IIB	5	5	----	15.9	14.3	12.2	12.	----	14.1	12.8	11.0	----	5.6	5.7	----	3	8	13	7	36.8	71.1
TROY STATE U MAIN CAMPUS		IIA	5	4	25.2	21.6	18.3	15.3	14.	22.4	19.0	16.1	13.4		----	7.3	8.7	29	16	102	41	37.0	31.8
TROY ST U DOTHN-FT RUCKER		IIA	4	4		21.2	19.1	----	14.		18.7	16.8	----						7	29	3	25.0	34.1
TROY STATE U MONTGOMERY		IIA	5	5		----	16.9		14.		----	14.9							5	13		19.4	48.4
TUSKEGEE INSTITUTE		IIA	5	5	24.6	18.3	17.8	13.6	12.	21.9	16.3	16.0	12.2	4.7	7.8	11.2	11.3	41	46	89	96	34.7	28.8
UNIVERSITY OF ALABAMA		I	5	5	29.7	23.0	18.5	14.9	14.	26.4	20.2	16.1	12.9		1.2	1.6	2.2	224	198	185	48	24.0	65.9
U ALABAMA IN BIRMINGHAM		I	4	4	33.4	25.6	20.5	16.2	15.	29.7	22.3	17.6	13.8	6.7	7.3	7.9	7.8	66	113	122	23	21.9	51.9
U ALABAMA IN HUNTSVILLE	6	IIA	3	3	28.4	22.9	18.5	15.1	11.	26.0	20.7	16.6	13.4	6.5	7.0	8.5	7.6	37	55	53	19	31.9	56.6
UNIVERSITY OF MONTEVALLO	PNA	IIA																					
U OF NORTH ALABAMA	2	IIA	3	2	28.7	23.4	19.9	16.7	10.	26.3	21.3	18.0	15.0	7.8	7.7	8.2	10.2	33	42	88	13	29.8	77.0
A L A S K A																							
U ALAS ANCHORAGE CAMPUS		IIA	1	1*	41.1	32.4	27.0	22.6	10.	38.0	29.5	24.2	20.1					15	35	41	11	38.1	33.3
U ALASKA FAIRBANKS CAMPUS		I	1	1*	41.8	35.0	27.8		9.	38.7	32.0	25.0						44	56	58		20.7	39.3
U ALAS STHESTN SENIOR C		IIA	1	1*		----	----		10.		----	----							4	5		14.3	7.1
A R I Z O N A																							
ARIZONA STATE UNIVERSITY		I	2	2	35.3	27.7	22.6	18.6	17.	30.7	23.7	19.1	15.6	7.0	8.4	10.0	9.0	408	354	412	61	21.3	56.9
GRAND CANYON COLLEGE		IIB	2	2	23.7	19.8	----		13.	20.9	17.5	----		8.3	10.3	----	----	10	17	4		20.6	52.9
NORTHERN ARIZ UNIVERSITY		I	3	3	34.3	28.2	23.2	18.6	17.	29.6	24.1	19.6	15.5					94	155	167	56	16.0	
PRESCOTT CENTER COLLEGE		IIB	5	5	7.4				17.	6.3								8				11.1	
UNIVERSITY OF ARIZONA		I	2	2	36.6	27.8	22.5	18.8	16.	32.1	23.8	19.1	15.9	7.9	7.9	7.9	7.9	613	322	269	28	20.3	74.6
A R K A N S A S																							
ARKANSAS COLLEGE		IIB	3	3	21.6	19.3	18.4		23.	17.5	15.6	15.2		7.3	5.9	17.0		7	9	11		48.3	34.5
ARKANSAS STATE U MAIN CAM	3	IIA	3	4	28.7	24.4	19.5	16.1	19.	24.2	20.5	16.4	13.5	6.7	6.7	6.8	6.8	56	78	101	75	25.3	59.8
ARKANSAS STATE U BEEBE BR	3	III	3	3		----	18.9		19.		----	15.9			----	6.0			4	18		26.9	76.9
ARKANSAS TECH UNIVERSITY		IIB	2	2	24.4	21.8	19.6	15.3	18.	20.8	18.5	16.7	13.0	9.0	10.1	10.6	12.2	9	53	49	9	25.8	71.8
CENTRAL BAPTIST COLLEGE		IIB	5	5		----			---		----			----	----	----			2			33.3	
COLLEGE OF THE OZARKS		IIB	4	5	----	16.8	----		25.	----	13.4	----		----	10.3			5	13	3		20.8	70.8
HARDING U MAIN CAM		IIA	5	5	21.8	18.8	16.0	13.5	13.	19.2	16.6	14.3	12.1	10.1	10.3	10.8	11.9	33	35	54	8	20.7	51.1
HARDING GRAD SCH RELIGION		IIA	5	4		----			---		----				----				3				16.7
HENDERSON ST UNIVERSITY		IIA	4	4	24.8	20.8	17.4	15.5	21.	20.7	17.2	14.4	12.8	7.4	7.6	7.4	9.2	45	55	24	21	32.2	53.0
HENDRIX COLLEGE		IIB	1	2	27.6	22.6	16.8		20.	22.8	18.5	14.9		8.0	10.7	19.8	----	13	24	15		13.2	64.2
JOHN BROWN UNIVERSITY		IIB	2	2	24.5	21.0	18.1		15.	21.1	18.0	16.0		5.8	7.8	8.7		11	14	17		24.5	
OUACHITA BAPT UNIVERSITY		IIA	5	4	23.6	19.7	17.0	14.9	15.	20.6	17.1	14.7	13.0	6.7	7.6	8.2	9.1	29	14	27	16	22.7	67.0
PHILANDER SMITH COLLEGE		IIB	5	5	----	12.9	11.4		10.	----	11.8	10.4		----	7.1	9.0		3	10	10		46.2	
STHN ARK U MAIN CAMPUS		IIA	4	4	23.2	20.8	18.4	----	19.	19.5	17.4	15.5	----	10.1	10.6	10.2	12.1	23	32	22	5	33.7	75.9
U OF ARKANSAS MAIN CAMPUS		I	4	4	31.0	24.1	20.4	15.8	16.	26.6	20.8	17.9	14.3	6.8	7.2	7.3	8.1	286	161	160	51	15.2	68.5
U OF ARK AT LITTLE ROCK		IIA	3	2	30.9	24.4	20.3	16.3	15.	26.8	21.1	17.6	14.5	9.6	9.7	7.0	9.2	59	111	112	30	31.5	54.3
U OF ARKANSAS-MONTICELLO		IIB	3	3	23.9	20.3	17.4	15.1	17.	20.4	17.3	14.9	13.4	6.9	7.2	7.5	10.3	15	27	30	17	24.4	80.0
U OF ARKANSAS PINE BLUFF		IIB	3	3	22.9	20.1	16.8	14.0	12.	20.4	17.8	14.9	12.8	6.2	7.4	8.2	11.5	28	37	66	31	39.3	44.0
U OF CENTRAL ARKANSAS		IIA	4	4	25.1	20.9	18.5	16.3	17.	21.6	17.9	15.8	13.8	10.3	10.5	9.8	10.2	60	59	76	40	29.5	49.4
C A L I F O R N I A																							
AZUSA PACIFIC COLLEGE		IIA	5	5	21.9	18.6	15.8	14.3	22.	18.1	15.2	12.8	11.7					19	18	17	7	24.2	27.3
BAKERSFIELD COLLEGE		III	1*	1*	33.3	28.1	24.9	----	15.	29.0	24.3	21.3	----	13.2	13.0	13.0	12.8	138	53	53	3	37.8	90.0
BETHANY BIBLE COLLEGE		IIB	2	3	----	18.9	----		19.	----	15.8	----		----	----	12.1		4	8	5		5.3	73.7
BIOLA COLLEGE		IIA	4	4	24.8	21.1	18.3	15.8	15.	21.5	18.4	16.1	13.9	8.6	9.9	10.3	9.1	29	41	28	14	23.1	49.6
CAL BAPTIST COLLEGE		IIB	2	2	23.7	19.8	----		19.	20.1	16.7	----						8	20	3		27.8	66.7
CAL COLLEGE ARTS & CRAFTS		IIA	5	5	18.4	14.1	10.9		14.	16.0	12.3	9.5		5.9	10.1	----		19	26	6		36.4	78.2
CAL COLLEGE PODIATRIC MED		IIA	2	2	----	25.8	20.2		13.	----	22.8	17.9		----	----	14.4		3	7	7		30.0	40.0
CAL INST OF TECHNOLOGY	12	I	1*	1*	42.7	29.5	24.7	16.7	22.	34.9	24.4	20.7	14.5	7.0	10.2	10.0	7.1	181	26	30	15		78.6
CAL LUTHERAN COLLEGE		IIA	2	3	28.4	23.6	20.7	16.3	20.	23.6	19.6	17.3	13.9	9.9	10.2	8.9	10.7	21	21	18	8	21.4	57.1
CALIFORNIA MARITIME ACAD		IIB	1*	1*	----	----	24.6		23.	----	----	20.2				11.2		3	5	17			44.4
CAL ST COLLEGE-BAKERSFLD		IIA	1*	1	37.8	29.6	25.0	----	28.	29.9	23.0	19.3	----					65	51	20	3	21.4	73.6
CAL STATE U-CHICO		IIA	1*	1	38.1	30.1	24.6	21.1	28.	30.0	23.4	19.1	16.2					316	176	120	8	21.6	73.7
CAL STATE U-DOMINGUEZ HLS		IIA	1	1	37.4	29.8	25.1		28.	29.5	23.1	19.3						100	91	43		26.6	79.3
CAL STATE U-FRESNO		IIA	1*	1*	38.5	30.2	25.1	22.3	28.	30.3	23.4	19.3	17.2					416	138	53	31	21.6	81.2
CAL STATE U-FULLERTON		IIA	1*	1	37.9	30.2	24.7	21.2	28.	30.0	23.5	19.0	16.3					305	242	92	7	22.0	76.6
CAL STATE U-HAYWARD		IIA	1*	1*	38.3	30.4	24.5		28.	30.2	23.6	18.9						238	151	55		22.5	87.1
HUMBOLDT STATE U		IIA	1	1	38.0	30.3	24.7	22.2	28.	29.9	23.5	19.0	17.2					166	118	89	6	17.4	75.2
CAL STATE U-LONG BEACH		IIA	1*	1*	38.6	30.6	24.3	21.3	28.	30.4	23.8	18.7	16.5					519	277	131	9	22.6	80.9
CAL STATE U-LOS ANGELES		IIA	1*	1*	38.5	29.9	25.1		28.	30.4	23.2	19.4						391	217	115		23.7	83.7
CAL STATE U-NORTHRIDGE		IIA	1*	1	38.3	29.9	24.9	21.7	28.	30.2	23.2	19.2	16.8					496	226	159	15	23.3	80.3
CAL STATE POLY POMONA		IIA	1*	1	37.9	29.6	24.6		28.	29.9	23.0	18.9						302	160	116		15.3	71.6
CAL STATE U-SACRAMENTO		IIA	1*	1*	38.4	30.3	24.9	----	28.	30.3	23.5	19.3	----					423	253	114	4	21.4	83.9
CAL STATE COLL SAN BERNARDINO		IIA	1	1	37.8	29.8	24.5		29.	29.8	23.1	18.9						46	54	67		25.4	55.6
SAN DIEGO STATE U		IIA	1*	1*	39.1	30.5	25.3	21.8	28.	30.7	23.6	19.4	16.8					554	263	204	22	21.2	79.3
SAN FRANCISCO STATE U		IIA	1*	1*	38.8	30.0	24.5	21.6	28.	30.6	23.4	18.9	16.7					426	169	143	44	23.8	75.2
SAN JOSE STATE U		IIA	1*	1*	38.6	30.1	24.8	22.0	28.	30.4	23.5	19.1	16.9					504	208	182	8	21.5	76.9
CAL POLY ST U-SN LUIS OB		IIA	1	1	38.0	29.2	24.9	21.7	28.	29.9	22.7	19.2	16.8					310	285	165	7	10.6	67.1
SONOMA STATE UNIVERSITY		IIA	1*	1*	37.9	30.9	24.6		28.	29.9	24.0	19.0						144	79	41		27.1	87.6
CAL ST COLLEGE-STANISLAUS		IIA	1*	1	38.5	30.4	24.4	----	28.	30.3	23.6	18.8	----					82	44	31	3	20.4	79.0
CAL WESTERN SCHOOL OF LAW		IIA	1	1*	34.5	27.9			17.	30.0	23.5			----	10.6			6	8			15.8	36.8
CHAFFEY COLLEGE		III	1*	1*	32.2	28.6	24.1		16.	28.0	24.7	20.6		3.1	2.8	3.4		79	66	56		35.6	90.1
CHAPMAN COLLEGE		IIA	3	3	27.8	23.0	19.3	----	16.	24.2	19.8	16.7	----	7.0	9.9	8.4	12.0	14	39	33	4	33.7	64.1
CHRIST COLLEGE IRVINE		IIB	2	2	----	----			10.	----	----			----	----			4	5			9.1	9.1
CHRISTIAN HERITAGE C		IIB	4	4		17.0			11.		15.2				13.6				11			28.6	
CLAREMONT GRADUATE SCHOOL		I	1	1	38.8	28.5	21.9		20.	32.3	23.6	18.0		7.6	8.9	7.4		29	16	12		1.7	74.1

APPENDIX I

NAME OF INSTITUTION	NOTES	(1) INST CATEGORY	(2) RATING AVG COMP	(2) RATING AVG SAL	(3) AVERAGE COMPENSATION BY RANK (IN THOUSANDS) PR	AO	AI	IN	(4) FRINGE BEN AS % OF SALARY PR	AO	AI	IN	(5) AVERAGE SALARY BY RANK (IN THOUSANDS) PR	AO	AI	IN	(6) SALARY INCREASE FOR CONTINUING FACULTY (IN PERCENT) PR	AO	AI	IN	(7) NUMBER OF FULL-TIME FAC BY RANK PR	AO	AI	IN	(8) WOMEN AS % OF TOT FAC	(9) TENURED FAC AS % OF TOT FAC
C A L I F O R N I A (CONTD)																										
CLAREMONT MEN'S COLLEGE		IIB	1*	1*	33.6	25.3	22.7	----	21.	27.8	20.8	18.9	----	7.3	8.2	8.0	----	23	21	6	5	11.9	76.3
COGSWELL COLLEGE		IIB	2	2	20.8		19.5		15.	18.1		17.1						6		13		9.5	
COLLEGE OF THE DESERT		III	1*	1*	36.8	33.7	28.0	23.5	14.	32.4	29.6	24.4	20.2					17	42	35	10	27.1	94.4
COLLEGE OF NOTRE DAME		IIA	5	5	23.1	18.2	15.0	----	11.	20.6	16.3	13.9	----	15.2	19.0	19.4		10	8	13	4	48.6	35.1
COLLEGE OSTEO MED PACIFIC		IIA	5	2	----	----	----		8.	----	----	----						3	3	4		22.1	
CRAFTON HILLS COLLEGE		III	1*	1*	32.1	29.5	24.3	----	15.	28.2	25.8	21.0	----	13.7	12.9	14.6		7	14	10	4	22.2	86.1
DOMINICAN C OF SAN RAFAEL		IIA	5	5	----	15.4	13.5	----	13.	----	13.6	12.0	----	----	9.3	8.9	----	3	10	18	5	56.1	24.4
OHLONE COLLEGE		III	1	1	30.6	26.4	25.3	23.0	18.	26.3	24.3	21.4	19.4	10.1	10.8	11.0	10.9	11	31	22	28	42.6	80.9
FULLER THEOLOGICAL SEM		IIA	3	3	25.9	23.1	17.3		22.	21.2	18.7	14.3		5.1	7.3	6.9	----	19	13	9		6.7	46.7
GOLDEN GATE UNIVERSITY		IIA	1	1	32.7	27.7	19.8		17.	28.3	23.6	16.5						18	16	12		12.7	47.1
HARVEY MUDD COLLEGE		IIB	1*	1*	35.0	26.8	21.5		22.	28.9	21.8	17.3		7.5	7.5	----		29	12	7		5.9	76.5
HOLY NAMES COLLEGE	10	IIA	5	5	18.8	17.1	14.6	----	9.	17.7	15.6	13.1	----	----	11.8	13.0		8	13	16	4	78.7	40.4
IMMACULATE HEART COLLEGE		IIA	5	5	20.8	18.3	15.2		17.	17.7	15.7	13.2		.4	.8			12	16	10		57.5	57.5
UNIVERSITY OF LA VERNE	2	IIA	3	3	27.1	21.6	17.4	----	14.	23.8	18.7	15.4	----	7.2	6.7	8.7	----	25	24	24	3	29.8	28.6
LOMA LINDA UNIVERSITY		I	5	5	18.8	18.5	17.0	14.5	11.	16.9	16.6	15.3	13.0	8.6	8.7	8.8	7.4	60	103	125	56	38.1	30.5
LOS ANGELES BAPT COLLEGE		IIB	4	3	20.4	19.6	----	12.8	11.	18.0	17.6	----	11.7	7.2	9.7		----	6	10	4	7	14.3	46.4
LOYOLA MARYMOUNT U	10	IIA	2	1	34.5	24.2	19.9	----	16.	30.1	20.8	16.9	----	8.9	11.1	12.3	----	72	60	86	3	22.5	59.5
MARYMOUNT PALOS VERDES C		III	3	4	19.5		----		17.	16.7		----						6		3		73.3	
MELODYLAND SCH THEOLOGY		IIA	5	5		----		----			----		----		----				3		3		
MENNONITE BRTHREN BIB SEM		IIA	3	3	22.9				18.	19.4				----				6					
MILLS COLLEGE		IIA	3	3	30.2	23.5	18.6	----	17.	25.4	19.6	16.3	----	7.0	8.2	7.1	----	18	10	21	5	53.6	50.0
MOUNT SNT MARY'S COLLEGE	10	IIA	5	5	23.3	19.4	16.6	13.9	10.	21.6	17.7	15.0	12.4	7.0	7.7	7.1	8.7	10	12	33	18	76.7	42.5
NATIONAL UNIVERSITY		IIA	3	3	23.6	----	----		16.	20.5	----	----		15.0				14	4	5		8.0	
NAVAL POSTGRADUATE SCHOOL	14	I	1	1*	40.2	31.1	23.6		9.	37.0	28.5	21.8		7.3	9.1	10.0	----	85	90	20		2.6	80.9
NORTHROP UNIVERSITY		IIA	5	5	23.2	19.2	18.1	14.9	20.	19.7	16.1	15.5	12.2	7.2	7.3	11.7	12.8	6	9	9	34	6.8	54.2
OCCIDENTAL COLLEGE		IIA	2	2	34.1	25.1	18.5	----	22.	27.6	20.5	15.6	----	7.5	7.2	9.2		37	34	34	5	25.2	64.0
PACIFIC CHRISTIAN COLLEGE		IIB	3	4	----	----			21.	----	----							3	3			23.1	
PACIFIC LUTH THEOL SEM		IIA	4	3	20.8				8.	19.3				7.7				6					75.0
PACIFIC SCH OF RELIGION		IIA	1	1	31.5	----			23.	25.5	----			10.6	----			7	4			8.3	58.3
PEPPERDINE UNIVERSITY		IIA	2	2	30.5	24.6	19.6		16.	26.3	21.1	16.9		7.3	8.5	10.0		57	59	43		18.8	25.5
PITZER COLLEGE		IIB	1*	1*	32.2	23.1	19.7		22.	26.4	18.8	16.0		7.5	5.9	8.0		21	17	8		31.9	76.6
POINT LOMA COLLEGE		IIA	4	4	24.8	21.1	17.2	14.4	16.	21.2	18.0	15.1	12.6	11.3	11.4	11.3	11.4	22	23	22	6	26.9	17.9
POMONA COLLEGE		IIB	1*	1*	34.5	23.5	19.8	----	19.	29.1	19.7	16.9	----	8.5	8.5	8.3	----	55	40	27	4	14.8	71.1
PORTERVILLE COLLEGE		III	1	1*	30.0	26.1	22.7		15.	26.1	22.6	19.5		3.3	5.3	6.3	----	27	14	16		39.3	86.9
RIO HONDO COLLEGE		III	1	1	30.4	28.2	25.2	22.2	16.	26.3	24.4	21.6	18.9					53	42	34	59	38.4	98.2
RIVERSIDE CITY COLLEGE	4	III	1*	1*		31.6	27.9	25.2	16.		27.5	23.9	21.4		10.1	11.7	14.0		133	41	14	34.0	92.6
SNT MARY'S COLLEGE OF CAL	LFO	IIA	3	3	32.5	23.5	18.7		16.	28.1	20.1	16.3		8.1	6.8	6.5		16	17	29		34.9	49.2
SN BERNARDINO VLY COLLEGE		III	1*	1*	32.8	31.0	25.8	21.6	16.	28.6	26.8	22.1	18.2	12.2	9.5	6.8	8.5	16	94	80	10	27.2	95.0
SAN JOSE BIBLE COLLEGE		IIB	3	3	----					----								3				33.3	16.7
SCH OF THEO AT CLAREMONT		IIA	1	2	31.0				57.	19.8				7.5				13				7.1	ALL
SCRIPPS COLLEGE		IIB	1*	1*	31.8	24.7	19.8		22.	26.2	20.2	16.1		8.2	8.3	8.9		23	14	22		37.3	61.0
SIMPSON COLLEGE		IIB	5	5	----	----	----		17.	----	----	----		----	----	----		5	4	4		18.8	
SOUTHERN CAL COLLEGE		IIB	2	2	----		19.0	----	15.	----		16.6	----	----	----	4.8	----	5		13	3	8.0	56.0
STHN CAL C OF OPTOMETRY		IIA	2	2	31.2	----	23.2	19.6	16.	27.4	----	20.0	16.8	5.3	----	9.7	11.1	6	4	13	8	13.9	16.7
STHWSTN U SCHOOL OF LAW		IIA	1	1*	36.8	30.9		----	16.	31.9	26.5		----	6.5	8.3			21	22		3	20.8	43.8
STANFORD UNIVERSITY	13	I	1*	1*	45.2	31.2	24.1	34.3	20.	37.6	26.0	20.1	28.6	10.3	12.5	12.0	8.4	470	129	148	8	11.1	75.1
U OF CAL SAN FRANCISCO	5	I	1	1	44.3	32.7	28.2		26.	35.3	25.9	22.2		17.0	14.7	17.6		39	16	32		72.4	58.6
U OF CAL BERKELEY	5	I	1*	1*	44.8	29.8	25.3	----	25.	35.8	23.5	20.0	----	18.1	17.9	16.9		833	219	207	2	13.6	80.2
U OF CAL DAVIS	5	I	1	1	41.1	29.4	24.5		26.	32.7	23.3	19.2		18.1	16.7	17.5		355	197	167		16.4	74.7
U OF CAL HASTINGS C LAW		IIA	1*	1*	40.1	----			11.	36.2	----							31	3			17.5	37.5
U OF CAL IRVINE	5	I	1	1	42.3	29.4	24.1		26.	33.7	23.2	18.9		18.2	19.4	15.5		148	94	67		17.8	77.3
U OF CAL LOS ANGELES	5	I	1*	1	43.5	29.8	24.6		26.	34.7	23.6	19.3		18.1	16.7	14.9		746	282	252		20.0	75.8
U OF CAL RIVERSIDE	5	I	1	1	40.8	29.1	23.4		26.	32.6	23.0	18.3		18.4	15.2	15.3		130	79	53		14.3	78.7
U OF CAL SAN DIEGO	5	I	1	1	43.2	29.3	24.1		26.	34.5	23.2	18.9		17.4	16.2	16.3		228	136	124		11.5	67.2
U OF CAL SANTA BARBARA	5	I	1	1	41.8	29.7	24.1		26.	33.4	22.5	18.9		18.6	16.8	17.0		284	155	96		14.4	80.4
U OF CAL SANTA CRUZ	5	I	1	2	40.2	28.9	24.2		26.	32.1	22.9	19.0		17.2	17.0	15.3		121	77	63		25.5	73.4
UNIVERSITY OF THE PACIFIC		IIA	1	1	31.1	25.1	21.3	18.9	16.	26.8	21.4	18.3	16.5	6.2	7.4	8.2	7.8	149	94	86	17	13.9	61.4
UNIVERSITY OF REDLANDS		IIA	3	4	26.7	21.6	16.7		22.	21.6	17.5	14.5		10.0	11.9	13.7		46	34	27		21.5	63.6
UNIVERSITY OF SAN DIEGO	LFO	IIA	1	1	33.0	25.0	21.6		18.	28.0	21.2	18.1		8.6	10.2	9.4		60	50	45		27.6	53.8
SAN FERNANDO VALLEY C LAW		IIA	1	1																3		28.6	14.3
U OF SAN FRANCISCO		IIA	1	1	37.2	28.3	23.1	18.0	15.	32.5	24.4	20.0	15.7	11.8	13.6	13.4	14.2	60	69	101	27	31.1	58.0
UNIVERSITY OF SANTA CLARA	LFO	IIA	1	1	38.3	29.1	22.5		18.	33.0	24.6	18.8		9.0	9.5	10.5		51	61	91		23.2	54.2
U OF SOUTHERN CALIFORNIA		I	2	2	39.3	28.1	23.4	20.0	18.	33.9	23.7	19.5	16.6	6.5	6.9	7.6	7.4	320	311	311	45	14.6	58.4
WESTMONT COLLEGE		IIB	2	2	25.6	21.1	17.8		18.	21.6	17.6	15.4		6.6	7.0	6.5		19	11	17		14.3	59.2
WHITTIER COLLEGE		IIA	3	3	30.6	25.0	19.2	17.5	19.	25.9	20.8	16.2	14.9	6.6	8.4	8.8	7.9	14	24	31	13	23.9	56.8
C O L O R A D O																							
ADAMS STATE COLLEGE		IIA	2	2	27.5	22.9	19.8		16.	23.9	19.8	16.9		15.5	13.8	15.1		42	23	20		14.6	91.0
COLORADO COLLEGE		IIB	1	1	32.1	23.5	19.4	15.9	19.	27.2	19.7	16.3	13.5	7.0	7.0	7.3	7.6	45	36	36	14	18.2	68.9
COLO MTN COLLEGE EAST CAM		III	3	4		----	18.4		15.		----	15.9			----	9.2			4	10		5.0	
COLO MTN COLLEGE WEST CAM		III	2	2	24.5	21.0	----	----	15.	21.4	18.2	----	----	----	9.7	----		7	9	4	3	20.7	
COLORADO SCHOOL OF MINES		I	3	2	34.1	26.6	20.9	18.7	14.	30.0	23.3	18.1	16.3	6.8	7.5	6.2	7.1	64	56	43	8	5.2	
COLORADO WOMEN'S COLLEGE		IIB	4	4	----	16.5	15.1		12.	----	14.3	13.8		----			----	5	10	16		50.0	50.0
CONS BAPTIST THEOL SEM		IIA	2	2	25.0	----	----		13.	22.3	----	----		9.3	----	----		7	3	3			61.5
FORT LEWIS COLLEGE		IIB	1	1	27.6	22.7	19.3	----	13.	24.4	20.0	17.0	----					23	43	45	4	16.4	62.3
ILIFF SCHOOL OF THEOLOGY		IIA	1	1*	----	----			8.	----	----			----	----	----		5	3			20.0	80.0
LORETTO HEIGHTS COLLEGE		IIB	4	4	24.8	19.2	15.5	12.7	15.	21.6	16.8	13.4	11.2	6.8	7.0	7.0	7.4	11	12	22	11	60.0	50.0
MESA COLLEGE		IIB	1	1	27.0	22.9	19.7	17.2	15.	23.5	19.9	17.2	15.3	11.8	11.3	11.1	13.9	24	37	44	9	22.5	79.2
METROPOLITAN ST COLLEGE		IIB	1	1	28.1	23.8	20.6	16.9	14.	24.8	20.8	18.0	14.7	12.0	11.7	13.4	14.6	76	94	123	12	25.2	75.2
NAZARENE BIBLE COLLEGE		III	4	5	----	----	----		27.	----	----	----		----	----	----		3	5	3		31.3	
REGIS COLLEGE		IIB	3	3	25.3	20.7	16.5	----	14.	22.2	18.2	14.5	----	----	7.9	9.7		6	28	20	4	28.3	50.0
SAINT THOMAS SEMINARY	LFO	IIA	5	5											----				5				
U OF COLORADO AT BOULDER		I	3	2	30.9	23.8	19.8	16.6	12.	27.6	21.0	17.6	15.2	6.2	7.2	8.2	6.1	482	219	155	11	11.0	81.0
U OF COLO AT DENVER		I	5	5	28.6	22.8	19.5	14.9	13.	25.4	20.0	17.1	13.6	5.3	5.8	6.4	4.5	62	80	69	7	21.1	60.1
U OF COLO HLTH SCI CENTER		I	2	1	36.9	31.8	25.7	----	13.	32.9	28.2	22.8	----	5.2	7.6	7.9	----	9	11	14	3	15.4	38.5
UNIVERSITY OF DENVER		I	4	4	31.0	22.8	20.1	13.7	12.	27.7	20.6	17.5	12.5					145	142	124	25	22.0	67.0
U OF NORTHERN COLORADO		I	5	5	28.9	21.8	18.1	15.3	13.	25.4	19.2	16.0	13.6	11.2	10.8	11.5	12.4	175	135	117	24	28.5	79.0
U OF SOUTHERN COLORADO		IIA	3	2	27.3	23.4	19.2	16.5	13.	24.1	20.7	16.9	14.6	13.2	15.1	13.3	13.2	63	64	53	8	17.0	
WESTERN ST COLLEGE COLO		IIA	3	2	27.3	21.4	18.2	----	14.	24.0	18.7	15.9	----	9.0	9.9	11.5	11.2	53	33	37	4	13.8	85.4
C O N N E C T I C U T																							
ALBERTUS MAGNUS COLLEGE	10	IIB	5	5	----	16.4	14.3	----	11.	----	14.4	12.5	----	----	7.4	8.8	----	4	9	6	5	66.7	48.1

APPENDIX I

NAME OF INSTITUTION	NOTES	(1) INST CATEGORY	(2) RATING AVG COMP	(2) RATING AVG SAL	(3) AVERAGE COMPENSATION BY RANK (IN THOUSANDS) PR	AO	AI	IN	(4) FRINGE BEN AS % OF SALARY	(5) AVERAGE SALARY BY RANK (IN THOUSANDS) PR	AO	AI	IN	(6) SALARY INCREASE FOR CONTINUING FACULTY (IN PERCENT) PR	AO	AI	IN	(7) NUMBER OF FULL-TIME FAC BY RANK PR	AO	AI	IN	(8) WOMEN AS % OF TOT FAC	(9) TENURED FAC AS % OF TOT FAC
CONNECTICUT (CONTD)																								
ANNHURST COLLEGE		IIB	5	5	----		13.8	11.4	9.	----		12.6	10.0	----		7.7	8.5	3		10	8	80.6	9.7
CENTRAL CONN ST COLLEGE	15	IIA	2	2	32.0	26.1	22.5	19.6	19.	27.0	21.9	18.8	16.4	8.0	8.1	8.3	8.0	106	118	164	28	21.9	81.7
CONNECTICUT COLLEGE		IIA	2	2	29.8	23.4	19.2	16.0	21.	24.6	19.0	15.9	14.2	7.0	7.8	8.2	7.7	48	37	27	11	36.6	74.0
EASTERN CONN ST COLLEGE	15	IIA	1	1	31.8	25.9	21.8		16.	27.7	22.3	18.5		8.2	9.1	9.2		32	40	35		22.7	84.5
FAIRFIELD UNIVERSITY		IIA	2	2	29.3	25.2	20.9		15.	25.7	21.9	18.3		10.3	8.8	8.5		42	50	74		20.5	79.5
GREATER HARTFORD CC	15	III	2	2	28.6	23.7	20.4	16.9	16.	24.7	20.4	17.4	14.5	6.0	6.2	7.6	----	7	20	12	6	34.8	76.1
GREATER NEW HAVEN TECH C		III	3	3			----	18.3	13.			----	16.2				----			5	7	33.3	
HARTFORD COLLEGE WOMEN		III	2	1	----				---	----								3				40.0	ALL
HARTFORD GRADUATE CENTER		IIA	1	1	31.7	----			24.	25.8	----			7.4	----			8	5				21.4
HARTFORD SEM FOUNDATION		IIA	1	1	30.4				21.	22.2				----				6				11.1	11.1
HARTFORD ST TECH COLLEGE	15	III	1	1	29.9	26.1	22.6		18.	25.6	22.2	19.2		7.7	9.0	10.5		6	17	20		6.7	95.6
HOUSATONIC REGIONAL CC	15	III	2	2	26.5	23.4	21.3	----	18.	22.8	19.9	18.2	----	7.7	7.9	9.2	8.5	7	20	20	5	20.7	87.9
MANCHESTER CMTY COLLEGE	15	III	2	2	28.1	24.2	21.6	----	20.	23.5	20.1	18.1	----	4.4	4.6	7.1	----	12	31	35	4	25.8	75.3
MIDDLESEX CMTY COLLEGE	15	III	1	1	----	24.6	22.0		19.	----	20.7	18.4		7.6	7.8	8.2	----	5	18	21		32.6	95.7
MOHEGAN COMMUNITY COLLEGE	15	III	2	2	----	23.4	20.9	----	19.	----	19.7	17.6	----		8.2	7.8	----	4	11	14	3	38.2	70.6
NTHWSTN CONN CMTY COLLEGE	15	III	2	2		26.4	21.3		16.		22.7	18.3		----	8.8	9.0	----		6	19		33.3	75.8
NORWALK COMMUNITY COLLEGE	15	III	1	1	----	24.9	21.7	----	17.	----	21.2	18.4	----	7.5	7.8	8.2	----	5	28	23	3	49.2	85.2
NORWALK ST TECH COLLEGE	15	III	1	1	----	26.8	23.3	18.6	18.	----	22.8	19.8	15.7	----	9.4	11.5	----	4	12	19	7	15.2	69.6
POST COLLEGE		IIB	2	3		23.0	18.2	----	23.		18.9	14.6	----		9.0	11.4	----		12	15	3	53.1	12.5
QUINEBAUG VALLEY CC	15	III	3	3			----		---			----				----	----			4		62.5	
QUINNIPIAC COLLEGE		IIA	2	2	30.5	25.8	20.7	17.9	20.	25.5	21.4	17.4	15.3	10.4	9.7	9.8	----	35	44	47	6	30.4	63.0
SAINT BASIL'S COLLEGE		IIB	5	5			----	----	---			----					----				3		
SAINT JOSEPH COLLEGE		IIB	3	3	24.1	19.7	17.7	15.7	14.	21.2	17.3	15.5	13.7	6.0	6.7	7.1	7.9	9	14	25	8	56.9	48.3
SOUTH CEN CMTY COLLEGE	15	III	3	3	----	20.7	19.2	----	17.	----	17.8	16.3	----					3	15	11	4	25.7	37.1
THAMES VLY STATE TECH C	15	III	1	1	30.2	25.4	22.8	17.4	18.	25.8	21.6	19.4	14.7	9.1	----	7.8	----	9	6	14	6	13.5	75.7
TRINITY COLLEGE		IIA	2	1	32.7	23.4	19.8	----	17.	28.2	19.8	16.7	----	7.1	7.3	9.1	----	52	39	32	3	15.9	72.2
TUNXIS COMMUNITY COLLEGE	15	III	3	3		22.4	19.7	16.3	17.		19.2	17.0	13.8		7.4	7.6	10.9		11	15	6	57.1	42.9
UNIVERSITY OF BRIDGEPORT		IIA	2	2	31.9	24.6	20.1	15.3	17.	27.5	20.9	17.3	13.3	7.0	7.0	7.1	7.0	81	103	61	23	31.1	67.0
UNIVERSITY OF CONNECTICUT	15	I	1	1	38.6	27.9	22.6	19.5	15.	34.0	24.0	19.1	16.4	7.5	8.5	9.3	9.0	464	355	255	44	19.2	73.8
UNIVERSITY OF HARTFORD		IIA	2	2	31.2	24.6	20.3	17.3	18.	26.7	20.8	17.2	14.7	7.8	7.5	9.9	11.6	57	80	129	16	29.1	51.8
WATERBURY ST TECH COLLEGE	15	III	1	1	29.7	27.1	22.8	----	19.	25.2	22.9	19.2	----	6.0	7.2	5.4	----	8	7	20	3	2.6	87.2
WESLEYAN UNIVERSITY		IIA	1	1	39.0	27.4	20.6		23.	31.5	22.1	17.1		7.3	8.4	11.3		92	63	86		18.0	59.0
WESTERN CONN ST COLLEGE	15	IIA	2	2	31.0	24.5	22.0	18.4	19.	26.3	20.6	18.4	15.4	8.3	9.0	9.8	8.3	41	53	63	20	35.0	67.2
YALE UNIVERSITY		I	1	1	41.9	25.7	19.4	16.5	14.	36.6	22.3	17.2	15.1	7.3	9.2	12.0	8.2	376	123	244	43	19.0	52.5
DELAWARE																							
BRANDYWINE COLLEGE		III	4	4		21.4	16.6		18.		18.0	14.1			----	11.0			8	16		50.0	73.1
DELAWARE STATE COLLEGE	2	IIB	2	1	29.5	23.4	20.6	16.8	10.	27.1	21.2	18.6	15.0	7.1	7.0	6.7	3.8	26	21	41	36	42.4	47.0
GOLDEY BEACOM COLLEGE		III	4	4	----	----	15.4		12.	----	----	13.5		----		----	5.9	3	4	10		65.2	
UNIVERSITY OF DELAWARE		I	3	3	39.8	28.1	21.5	17.7	19.	33.6	23.5	17.9	14.8	6.9	7.4	8.0	9.0	202	272	220	25	25.3	63.6
WESLEY COLLEGE		III	4	4	21.1	20.8	17.2	12.8	14.	18.3	17.9	15.1	11.7	4.5	5.6	6.4	8.9	11	10	15	8	42.6	57.4
WILMINGTON COLLEGE		IIA	5	5		----	----		15.		----	----							3	3		12.5	
DISTRICT OF COLUMBIA																							
AMERICAN UNIVERSITY		I	3	3	33.1	25.6	20.1	17.4	19.	27.8	21.4	17.5	15.7	6.9	8.1	9.3	8.1	142	131	70	18	24.2	69.1
CATHOLIC U OF AMERICA		I	5	5	29.1	21.7	18.8	14.8	12.	26.0	19.3	16.8	13.3	4.8	5.1	6.2	9.0	85	94	135	13	31.5	49.1
GALLAUDET COLLEGE		IIA	2	2	33.7	27.9	22.5	17.6	12.	30.1	24.9	20.1	15.7	4.9	3.8	4.8	1.9	24	51	70	37	45.9	60.5
GEORGE WASH UNIVERSITY		I	1	1	37.6	27.5	21.2	15.9	19.	32.0	23.0	17.5	12.9	7.9	7.4	8.9	8.6	230	140	98	21	18.8	68.4
GEORGETOWN UNIVERSITY	10	I	2	1	29.6	29.2	21.9	18.4	21.	33.2	24.2	17.9	15.0	8.3	7.3	9.0	9.7	116	129	149	52	25.6	59.4
MOUNT VERNON COLLEGE	2	IIB	2	2	----		18.9		19.	----		15.8		----	----	6.9		4		14		47.8	34.8
STRAYER COLLEGE		IIB	5	5		----	15.7	14.2	12.		----	14.1	12.8		----	7.9	8.3		3	16	19	48.8	
TRINITY COLLEGE	10	IIA	5	5	22.4	18.2	13.7	12.6	12.	19.8	16.0	12.5	11.5	18.0	18.0	18.0	18.0	9	11	12	9	82.2	44.4
UNIVERSITY OF DC		IIA	1	1	39.2	31.0	24.9	20.5	20.	32.5	25.5	20.9	17.5	6.9	7.0	7.0	7.0	159	214	235	74	37.8	
FLORIDA																							
BARRY COLLEGE		IIA	4	4	22.9	21.7	17.1	13.5	12.	21.3	19.2	15.1	12.0	3.2	6.5	6.1	----	13	29	28	6	67.1	
BETHUNE COOKMAN COLLEGE		IIB	5	4		18.7	16.1	13.2	12.		16.3	14.4	12.2		7.3	8.0	6.9		25	30	32	36.8	12.6
BISCAYNE COLLEGE	LFO	IIA	5	5	19.2	----	15.6		15.	16.7	----	13.5		6.4	----	6.4	----	10	4	12		25.0	27.8
COLLEGE OF BOCA RATON		IIB	5	5			13.6		14.			12.0								9		45.5	18.2
ECKERD COLLEGE		IIB	1	1	25.7	22.9	18.3		20.	21.6	18.7	15.2		5.2	8.1	6.5		27	13	20		19.9	61.9
EMBRY-RIDDLE AERON U		IIA	5	5	27.3	20.2	17.5	15.5	14.	23.8	17.9	15.0	13.6	17.2	17.3	10.9	13.3	9	35	43	87	9.6	15.2
FLAGLER COLLEGE	PSA	IIB																					
FLA AGRICULTURAL & MECH U		IIA	4	4	25.7	21.0	18.2	14.9	9.	23.8	19.4	16.7	13.7	8.0	6.1	5.9	4.0	39	86	116	16	31.3	49.8
FLA ATLANTIC UNIVERSITY		IIA	3	2	27.2	21.8	17.7	----	8.	25.3	20.2	16.3	----	7.7	6.6	7.6	5.1	100	76	68	4	14.8	71.6
FLORIDA INST TECHNOLOGY		I	5	5	26.2	21.9	17.2	13.9	14.	23.1	19.3	15.1	12.1	7.4	8.2	9.9	10.0	16	29	55	30	11.1	
FLORIDA INTERNATIONAL U		IIA	4	2	27.4	22.1	18.7	15.0	8.	25.6	20.5	17.3	13.8	6.5	7.7	6.8	8.4	55	151	111	17	24.6	49.1
FLORIDA STATE UNIVERSITY		I	4	3	29.0	21.9	18.4	15.5	7.	27.3	20.4	17.0	14.4	6.8	7.2	7.1	4.8	380	308	185	14	21.3	70.3
U OF CENTRAL FLORIDA		IIA	3	2	27.6	22.1	18.4	15.3	7.	26.0	20.6	17.2	14.3	7.4	8.8	8.2	8.8	94	118	117	23	17.0	64.9
GULF COAST CMTY COLLEGE		III	4	3		19.2	17.8	----	10.		17.5	16.2	----		7.4	8.4	8.7		19	39	3	46.5	72.7
JACKSONVILLE UNIVERSITY		IIA	5	5	29.7	17.3	13.7	----	13.	18.2	15.2	12.1	----	5.8	5.7	6.8	----	26	25	25	3	21.1	77.8
MIAMI CHRISTIAN COLLEGE		IIB	3	2	----				---					----				4				10.0	
MIAMI-DADE CMTY COLLEGE		III	3	2	24.5	21.0	16.8	14.3	11.	22.2	18.9	15.0	12.6	7.1	7.2	7.3	7.7	147	373	162	89	36.7	85.7
NOVA UNIVERSITY		I	1	1	33.8	30.9	26.1		18.	28.9	26.2	22.0		6.8	6.2	----		15	14	13		23.9	8.7
PALM BCH ATLANTIC COLLEGE		IIB	4	4		18.1	16.3		19.		15.2	13.7		----	5.7	----			10	9		40.0	
PENSACOLA JUNIOR COLLEGE		III	3	2	25.5	22.3	19.1	15.3	9.	23.6	20.4	17.4	13.9	2.9	1.6	2.5	2.3	32	50	110	98	37.9	83.9
ROLLINS COLLEGE		IIA	2	3	28.5	22.0	19.0	----	19.	23.9	18.7	16.0	----	5.7	7.5	8.3	10.5	34	41	22	3	15.8	76.2
SAINT LEO COLLEGE	LFO	IIB	5	5	----	16.0	13.7		13.	----	14.2	12.1		----	8.0	6.0		4	13	25		28.9	
STHESTN C ASSEMBLIES GOD		IIB	4	4	----	17.9	15.8	14.7	14.	----	15.8	13.8	12.9					3	8	14	9	16.2	
STETSON UNIVERSITY		IIA	3	3	25.7	22.5	18.4	----	19.	21.6	18.8	15.5	----	6.0	5.6	5.9	----	50	32	37	5	19.2	64.0
UNIVERSITY OF FLORIDA		I	4	3	30.1	22.7	20.5	16.9	8.	28.2	21.1	18.9	15.5	7.3	7.7	8.0	11.3	687	595	589	45	12.8	62.7
UNIVERSITY OF MIAMI		I	2	3	35.1	25.9	20.8	16.7	23.	28.3	21.1	17.0	13.7	8.3	8.4	10.4	11.9	288	198	148	18	16.9	61.5
U OF NORTH FLORIDA		IIA	3	2	26.7	22.7	18.7		8.	24.8	21.0	17.3		6.1	6.9	7.1	5.7	34	62	45		21.1	65.3
U OF SOUTH FLORIDA	16	I	5	4	28.5	22.6	17.8	15.9	8.	26.7	20.9	16.4	14.7	6.6	7.4	6.8	8.0	277	288	178	34	18.4	72.6
UNIVERSITY OF TAMPA		IIA	5	4	24.6	18.8	16.2	13.0	14.	21.5	16.4	14.2	11.7	8.4	9.2	10.9	----	25	19	31	6	19.5	58.5
U OF WEST FLORIDA		IIA	3	2	27.3	22.5	18.5	16.6	8.	25.5	20.8	17.0	15.3	5.9	6.3	6.9	7.7	50	107	56	6	17.7	74.3
WARNER SOUTHERN COLLEGE		IIB	4	4	17.8	----		----	13.	15.8	----		----	----	----	----	----	6	4		4	5.9	
GEORGIA																							
ABRAHAM BALDWIN AGRL C	6	III	4	4	22.2	19.6	17.0	15.2	10.	20.2	17.7	15.3	13.8	8.8	10.2	10.7	11.9	9	25	40	22	36.4	49.5
AGNES SCOTT COLLEGE		IIB	2	2	27.6	22.3	17.9	----	18.	23.4	18.8	15.4	----	7.2	7.8	7.6		17	24	22	4	48.5	66.2
ALBANY JUNIOR COLLEGE	6	IIB	4	3		18.9	17.8	14.9	10.		17.3	16.2	13.7		9.7	9.8	12.7		15	31	10	43.1	38.5
ALBANY STATE COLLEGE		IIB	2	2	26.3	22.2	18.9	16.4	10.	24.2	20.2	17.1	14.9	13.1	11.2	10.8	11.2	12	29	54	11	34.2	
ANDREW COLLEGE		III	5	5	----	----			14.	----	----			----	----			4	4			57.1	50.0

APPENDIX I

NAME OF INSTITUTION	NOTES	(1) INST CATEGORY	(2) RATING AVG COM P	(2) RATING AVG OAL	(3) AVERAGE COMPENSATION BY RANK (IN THOUSANDS) PR	AO	AI	IN	(4) FRINGE BEN AS % OF SALARY PR	AO	AI	IN	(5) AVERAGE SALARY BY RANK (IN THOUSANDS) PR	AO	AI	IN	(6) SALARY INCREASE FOR CONTINUING FACULTY (IN PERCENT) PR	AO	AI	IN	(7) NUMBER OF FULL-TIME FAC BY RANK PR	AO	AI	IN	(8) WOMEN AS % OF TOT FAC	(9) TENURED FAC AS % OF TOT FAC
GEORGIA (CONTD)																											
ARMSTRONG STATE COLLEGE		IIA	4	3	26.1	22.0	18.2	15.3	10.	24.0	20.0	16.4	13.8	10.9	11.3	11.3	11.5	35	27	57	9	39.2	54.6
ATLANTA CHRISTIAN COLLEGE		IIB	5	5	14.7				18.	12.4				3.5				6				22.2	
ATLANTA JUNIOR COLLEGE	6	III	4	4		----	17.9	16.9	10.		----	16.3	15.3			7.3	8.4		3	31	17	46.3	14.8
ATLANTA UNIVERSITY		I	5	5	23.5	21.8	19.6	----	13.	20.9	19.4	17.5	----	8.0	7.3	6.5	----	33	48	37	4	37.9	21.8
AUGUSTA COLLEGE		IIA	4	4	27.9	21.2	17.5	13.9	9.	25.9	19.5	16.1	12.8	10.0	11.9	11.8	11.1	28	38	55	23	36.7	52.8
BAINBRIDGE JUNIOR COLLEGE	6	III	4	4		----	18.8	14.8	9.		----	17.3	13.4		----	12.4			4	7	7	32.0	4.0
BERRY COLLEGE		IIA	4	4	26.6	21.7	18.1	15.2	14.	23.3	18.9	15.7	13.4	6.8	7.2	8.5	9.6	21	17	31	11	23.5	50.6
BRUNSWICK JUNIOR COLLEGE	6	III	5	4		19.4	17.4	14.1	11.		17.5	15.7	12.6		7.0	11.2	12.0		7	21	17	46.9	26.5
CLARK COLLEGE		IIB	4	4	22.9	18.5	16.1	13.0	11.	20.6	16.5	14.6	11.7	7.8	8.8	8.4	9.3	17	23	44	28	50.4	28.1
CLAYTON JUNIOR COLLEGE		III	4	4		20.9	17.6	15.1	11.		19.0	15.9	13.7	----	10.9	10.9	10.7		8	35	22	52.9	17.3
COLUMBIA THEOLOGICAL SEM		IIA	2	2	28.4				16.	21.0				6.7				10				6.7	93.3
COLUMBUS COLLEGE		IIA	4	3	24.7	21.4	19.4	15.7	11.	22.5	19.4	17.5	14.0	11.4	11.6	11.8	10.7	38	70	60	24	30.3	59.6
COVENANT COLLEGE		IIB	3	2	----	19.9	17.0		12.	----	17.7	14.9		----	6.9	5.3		3	14	11		3.3	
DALTON JUNIOR COLLEGE	6	III	5	4		19.8	17.8	14.1	11.		18.0	16.2	12.6		9.6	10.7	10.5		7	25	27	38.7	29.0
EMANUEL CO JUNIOR COLLEGE	6	III	4	3			18.2		10.			16.5				10.5				10		11.8	17.6
EMORY UNIVERSITY		I	3	3	33.8	26.8	20.9	16.5	16.	29.3	23.0	17.8	15.4					138	129	125	25	23.3	53.1
FORT VALLEY STATE COLLEGE		IIA	4	4	27.8	22.6	19.0	15.4	11.	25.4	20.5	17.1	13.7					15	36	42	27	35.0	38.2
GAINESVILLE JR COLLEGE	6	III	4	4	21.9	----	16.8	14.7	9.	20.2	----	15.3	13.3	10.8	10.9	10.2	10.1	6	4	18	12	53.2	36.2
GEORGIA COLLEGE	6	IIA	4	4	25.6	20.7	18.2	15.7	10.	23.5	18.9	16.5	14.2	11.5	11.3	11.7	12.1	29	34	64	15	45.1	48.6
GA INST OF TECHN MAIN CAM	6	I	3	2	32.8	25.1	20.2		7.	30.8	23.2	18.6		10.6	12.1	12.0	----	242	160	144		6.1	64.7
GEORGIA MILITARY COLLEGE		III	5	5	----		----		6.	----		----		----	----	----		4		3		16.7	50.0
GEORGIA SOUTHERN COLLEGE	6	IIA	4	3	26.1	22.1	17.9	14.2	10.	24.0	20.2	16.3	12.9	10.6	10.8	10.4	11.9	62	87	114	35	28.7	57.4
GA SOUTHWESTERN COLLEGE	6	IIA	4	3	25.7	22.0	19.1	15.2	10.	23.5	20.0	17.3	13.7	10.4	10.7	10.6	11.2	19	28	42	13	32.2	61.7
GEORGIA STATE UNIVERSITY		I	4	3	32.5	24.9	20.8	16.3	8.	30.4	23.0	19.0	14.7	10.1	10.5	10.7	9.6	196	259	181	47	25.3	65.9
GORDON JUNIOR COLLEGE		III	5	5			18.0	14.3	11.			16.3	12.9		----	12.0	12.1			14	18	56.4	19.3
KENNESAW COLLEGE	6	III	3	2	----	22.7	20.2	18.0	9.	----	20.9	18.6	16.5	----	11.9	14.1	11.2	5	20	56	50	43.8	23.4
LA GRANGE COLLEGE		IIA	5	5	21.7	18.4	15.3		13.	19.1	16.1	13.7		7.2	8.2	7.8		11	12	24		31.4	51.0
MACON JUNIOR COLLEGE		III	4	4		20.7	18.2	13.9	11.		18.8	16.5	12.5		----	10.3	10.5		6	41	23	44.2	31.2
MERCER U MAIN CAMPUS		IIA	3	4	27.0	22.5	19.7	17.4	20.	22.6	18.7	16.3	14.3					33	22	39	20	20.2	56.1
MERCER U IN ATLANTA		IIB	4	4		18.8	17.2	----	22.		15.5	14.1	----						11	19	5	33.3	5.1
MIDDLE GEORGIA COLLEGE	6	III	4	3	21.7	18.8	17.0	15.2	11.	19.6	17.0	15.4	13.7	10.1	10.2	10.2	12.2	12	20	26	9	30.0	62.9
MOREHOUSE COLLEGE		IIB	4	3	24.1	17.7	14.7	12.6	10.	21.6	16.0	13.6	11.8	3.0	4.8	5.2	10.2	20	23	25	23		
NORTH GEORGIA COLLEGE	6	IIB	2	2	25.2	21.7	18.5	16.9	11.	23.1	19.7	16.6	15.1	11.3	11.4	11.3	11.1	15	18	39	7	30.6	58.8
OGLETHORPE UNIVERSITY		IIB	3	3	28.5	21.4	18.2		13.	25.2	18.8	16.2		7.0	7.0	9.8		8	14	8		20.6	52.9
PAINE COLLEGE		IIB	5	5	----	15.1	13.8	12.2	15.	----	13.5	12.0	10.6	----	8.0	6.6	6.2	3	8	17	16	44.2	30.8
PIEDMONT COLLEGE		IIB	5	5	12.3	----	10.4	----	10.	11.2	----	9.4	----	7.7	----	4.4		9	4	8	4	21.4	39.3
REINHARDT COLLEGE		III	5	5		14.6			15.		12.8				----	----			6			53.8	23.1
SAVANNAH STATE COLLEGE		IIA	4	3	25.9	22.2	18.0	15.7	9.	24.0	20.4	16.4	14.3					24	26	46	11	31.5	55.0
SOUTH GEORGIA COLLEGE	6	III	4	4		20.0	17.7	14.4	10.		18.2	16.2	13.1		10.5	11.7	11.3		11	14	14	37.0	43.5
MERCER U STHN SCHOOL PHAR		IIA	4	4		22.4	----	----	21.		18.6	----	----		2.0	5.9	6.2		6	5	5	19.0	57.1
GA INST TECHN-STHN TECH	6	IIB	2	1	25.1	20.3	19.2		9.	23.3	18.6	17.7		9.8	10.7	11.9		13	40	25		7.1	62.4
SPELMAN COLLEGE		IIB	4	4	24.6	19.4	16.1	12.8	12.	21.9	17.2	14.3	11.5	6.8	5.6	5.7	7.0	15	19	28	26	66.3	25.0
TIFT COLLEGE		IIB	5	5	20.2	14.2	11.5		8.	18.8	13.2	10.6		5.9	6.5	7.7		7	14	10		61.8	30.6
UNIVERSITY OF GEORGIA		I	3	3	34.5	25.7	20.9	16.0	9.	32.3	23.6	18.9	14.4	9.6	10.6	10.6	10.4	425	402	434	116	17.7	57.2
VALDOSTA STATE COLLEGE	2	IIA	4	3	25.1	21.3	18.3	16.1	10.	23.0	19.4	16.6	14.6	11.1	11.4	11.1	12.5	61	62	73	18	28.7	51.4
WESLEYAN COLLEGE		IIB	4	4	21.8	17.1	16.1	----	18.	18.4	14.4	13.7	----	3.5	5.6	6.4		11	13	14	4	35.6	51.1
WEST GEORGIA COLLEGE		IIA	4	3	26.5	22.2	18.1	14.9	10.	24.4	20.2	16.3	13.2	10.9	12.0	10.7	11.1	58	80	90	24	20.1	58.7
HAWAII																							
CHAMINADE U OF HONOLULU		IIB	4	3	----	18.9	16.0	13.5	14.	----	16.5	14.0	12.0	----	4.0	3.5	----	5	14	15	7	29.5	59.1
HAWAII LOA COLLEGE		IIB	3	3		----	17.5	----	13.		----	15.6	----			----	----		3	8	3	31.6	31.6
HAWAII PACIFIC COLLEGE		IIB	4	4			----		---		----					----				3		22.2	
U OF HAWAII AT MANOA	18	I	2	2	36.7	26.9	21.7	17.4	18.	31.3	22.7	18.2	14.4	7.8	8.5	8.6	8.7	427	242	264	71	21.6	69.1
U OF HAWAII AT HILO	18	IIB	1	1*	33.7	26.1	20.3		19.	28.6	21.9	16.9		7.9	8.2	8.6	----	21	28	40		15.2	54.5
U OF HAWAII WEST OAHU C		IIB	3	3			----		---		----					----				4		22.2	
IDAHO																							
BOISE STATE UNIVERSITY		IIA	2	3	27.6	23.5	20.1	17.6	20.	23.1	19.6	16.6	14.5	7.3	7.8	7.9	8.2	92	114	83	16	23.9	54.8
COLLEGE OF SOUTHERN IDAHO		III	2	3	24.8	21.9	18.5	17.5	18.	20.9	18.6	15.7	14.7	6.1	7.3	6.9	6.9	15	26	24	26	28.6	
IDAHO STATE UNIVERSITY		I	5	5	28.9	24.7	19.5	17.4	20.	24.4	20.7	16.2	14.5	5.9	7.6	9.0	12.4	55	76	102	29	25.6	50.7
LEWIS-CLARK ST COLLEGE		IIB	2	2	27.4	22.8	19.5	----	20.	23.0	19.0	16.2	----	----	9.3	9.3	----	6	22	22	5	26.8	48.2
UNIVERSITY OF IDAHO		I	3	4	30.3	24.3	20.3		18.	25.8	20.5	17.0		6.2	7.6	8.8	----	159	135	84		12.8	69.2
ILLINOIS																							
AMERICAN CONSV OF MUSIC		IIA	5	5	13.7	9.3	8.1				13.7	9.3	8.1					11	8	9		40.0	
AUGUSTANA COLLEGE		IIB	3	1	30.3	24.2	19.3	16.1	16.	26.3	20.9	16.5	13.8	7.1	8.0	8.5	9.2	25	24	45	17	21.1	56.1
AURORA COLLEGE		IIB	3	3	----	18.9	16.4	----	14.	----	16.5	14.6	----	----	7.3	6.5	----	5	19	12	3	25.0	7.5
BARAT COLLEGE		IIB	4	3	22.4	17.6	16.9	----	11.	19.9	15.7	15.3	----	2.8	1.7	8.4	----	8	11	7	5	71.9	43.8
BETHANY THEOLOGICAL SEM		IIA	3	3	22.6				20.	18.9				8.5				8				18.2	72.7
BLACK HAWK C QUAD-CITIES		III	1	1	30.7	25.5	21.6	17.9	18.	26.1	21.5	18.2	15.0	7.0	7.0	7.3	14.1	25	41	39	29	41.0	67.9
BLACK HAWK C EAST CAMPUS		III	3	3		----	19.7	17.0	19.		----	16.6	14.2		----	----	----		4	8	6	28.6	33.3
BRADLEY UNIVERSITY		IIA	2	2	29.1	23.9	19.5	15.4	13.	25.7	21.1	17.4	14.1	6.5	6.8	6.7	4.7	77	88	69	18	34.1	60.6
CATHOLIC THEOL UNION	10	IIA	4	3	----	15.2	----		1.	----	14.9	----		----		----		4	6	5		20.0	66.7
CHICAGO STATE UNIVERSITY	4	IIA	3	3	27.4	23.2	18.9	15.2	16.	23.8	20.0	16.2	13.0	7.2	8.0	9.4	11.9	90	61	85	17	41.1	61.3
CHICAGO THEOLOGICAL SEM		IIA	2	3	26.5		----		22.	21.9		----		5.0				7		3		9.1	ALL
CTY C CHGO CITY-WIDE C		III	1	1	----	27.0	23.8	19.6	17.	----	23.2	20.4	16.7	----	6.1	7.2	7.7	5	11	17	19	33.3	64.8
CITY C CHGO KENNEDY-KING		III	1	1	32.0	29.1	25.9	21.9	17.	27.7	25.1	22.2	18.7	4.7	4.8	6.3	8.0	18	59	96	108	41.3	93.6
CITY C CHICAGO LOOP C		III	1*	1*	32.2	28.7	26.4	20.9	15.	28.1	25.0	22.8	18.0	4.4	5.5	5.7	3.9	26	62	71	28	35.8	93.6
CITY C CHGO MALCOLM X C		III	1	1		26.5	25.5	20.9	17.		22.8	22.9	17.8						17	74	85	48.9	81.7
CTY C CHGO TRUMAN C		III	1	1	31.4	29.3	25.1	18.3	16.	27.2	25.3	21.6	15.5	2.7	5.1	4.1	4.4	34	48	50	27	40.9	82.4
CITY C CHGO OLIVE-HARVEY		III	1	1*	31.0	28.5	26.0	21.8	16.	26.8	24.6	22.4	18.7					26	55	55	30	34.3	94.6
CITY C CHICAGO DALEY C		III	1*	1*	30.7	28.6	26.9	21.0	16.	26.5	24.7	23.2	17.9	4.7	6.2	6.6	13.5	27	50	47	9	30.8	96.2
CITY C CHICAGO WRIGHT C		III	1*	1*	32.8	29.7	26.7	17.5	16.	28.3	25.6	22.9	14.8	4.5	5.1	6.4	4.8	60	68	53	13	24.7	95.9
COLLEGE OF SAINT FRANCIS	10	IIB	3	3	22.9	----	17.3	15.3	12.	20.1	----	15.5	13.7	7.7	----	9.3	----	7	3	20	7	64.1	28.2
CONCORDIA COLLEGE		IIA	4	4	23.0	21.6	19.0	----	23.	18.7	17.6	15.3	----	7.0	7.0	5.2	9.7	19	26	19	5	20.5	65.8
DEPAUL UNIVERSITY		IIA	1	1	34.5	27.5	22.4	18.2	18.	29.4	23.1	18.9	15.1	7.0	7.7	8.0	5.6	74	151	111	23	25.8	56.0
EASTERN ILL UNIVERSITY	3	IIA	2	2	29.2	23.7	19.7	15.6	17.	25.2	20.4	16.8	13.2	6.9	8.2	9.6	10.8	165	104	153	58	23.2	69.2
ELMHURST COLLEGE		IIB	2	2	27.8	23.4	18.9	16.0	14.	24.3	20.2	16.5	14.4	6.9	7.0	6.6	10.8	20	19	39	15	33.7	64.2
EUREKA COLLEGE		IIB	4	4	21.1	17.9	16.4	----	17.	18.1	15.3	14.0	----	4.2	5.1	5.8	----	6	6	11	3	31.3	37.5
GARRETT-EVANGELCL THEOL		IIA	1	1	29.2		----		19.	24.7		----		7.1				21		3		15.6	71.9
GEORGE WILLIAMS COLLEGE		IIA	4	4	28.0	21.0	18.0		16.	24.4	18.0	15.4		6.8	6.4	11.0		8	15	31		41.7	46.7
GREENVILLE COLLEGE		IIB	3	3	19.6	18.0	----		15.	17.1	15.6	----		2.2	3.2	----	----	24	16	4		18.8	72.9

APPENDIX I

NAME OF INSTITUTION	NOTES	(1) INST CATEGORY	(2) RATING AVG COMP	(2) RATING AVG OMP	(2) RATING AVG SAL	(3) AVERAGE COMPENSATION BY RANK (IN THOUSANDS) PR	AO	AI	IN	(4) FRINGE BEN AS % OF SALARY	(5) AVERAGE SALARY BY RANK (IN THOUSANDS) PR	AO	AI	IN	(6) SALARY INCREASE FOR CONTINUING FACULTY (IN PERCENT) PR	AO	AI	IN	(7) NUMBER OF FULL-TIME FAC BY RANK PR	AO	AI	IN	(8) WOMEN AS % OF TOT FAC	(9) TENURED FAC AS % OF TOT FAC
ILLINOIS (CONTD)																									
ILL BENEDICTINE COLLEGE	10	IIB	3	3		23.6	18.8	16.4	----	11.	22.0	16.6	14.6	----	6.5	8.1	9.8		13	24	22	3	26.6	39.1
ILLINOIS CENTRAL COLLEGE		III	2	1		29.1	25.7	22.1	17.4	17.	25.1	22.1	19.0	14.8	6.6	6.5	6.6	7.5	23	58	70	35	33.9	82.8
ILLINOIS COLLEGE		IIB	2	2		24.1	21.5	15.8	13.1	12.	21.5	19.3	14.2	12.1	8.7	9.0	----	----	12	22	6	6	28.3	60.9
ILLINOIS INST TECHNOLOGY		I	3	3		35.6	28.0	20.8	15.3	16.	30.8	23.9	17.9	13.4	8.1	8.9	9.2	9.2	74	87	77	9	8.4	58.2
ILLINOIS STATE UNIVERSITY		I	4	4		30.9	25.1	20.5	17.2	16.	26.8	21.7	17.7	14.7	7.5	7.8	7.3	8.2	229	213	279	92	24.9	60.0
ILL WESLEYAN UNIVERSITY		IIB	1	2		29.2	23.8	18.7	16.3	22.	23.6	19.3	15.8	14.0	5.4	7.0	6.7	7.0	25	35	37	15	29.9	63.2
JOHN MARSHALL LAW SCHOOL		IIA	1*	1*		46.5	38.8	30.5	----	13.	41.2	33.9	26.8	----	10.1	9.9	10.0		22	12	7	3	8.9	71.1
JUDSON COLLEGE		IIB	3	3		----	----	17.6		19.	----	----	14.8		----	----	7.6		3	5	10		23.8	33.3
KNOX COLLEGE		IIB	1	1		30.0	22.9	17.3	----	18.	25.1	19.3	15.0	----	6.0	7.0	8.2		29	23	21	3	10.4	68.8
LAKE FOREST COLLEGE		IIB	1	1		35.3	26.9	19.3	16.6	25.	27.2	21.2	16.2	14.3	6.8	8.0	7.7	----	22	12	31	6	25.7	51.4
LEWIS AND CLARK CC		III	3	3		24.0	22.5	19.9	17.2	17.	20.6	19.3	17.0	14.6	6.3	6.3	7.0	11.8	7	20	33	30	44.4	60.0
LEWIS UNIVERSITY		IIB	2	2		26.0	22.4	19.8	17.6	19.	21.9	18.8	16.6	14.7	8.6	10.7	11.8	13.0	21	21	30	19	27.8	42.3
LINCOLN CHRISTIAN COLLEGE		IIA	5	5		17.4	16.7	15.0	----	14.	15.4	14.8	13.2	----	4.9	3.8	4.6		9	7	7	3	7.1	67.9
LINCOLN COLLEGE		III	4	5			20.1	16.8	14.3	21.		16.3	13.9	12.4						15	10	9	26.5	70.6
LOYOLA U OF CHICAGO	19	I	4	4		31.9	25.8	21.6	17.7	15.	27.9	22.4	18.6	15.1	7.1	7.5	8.9	8.9	118	177	216	36	28.6	60.1
LUTH SCH THEOLOGY CHICAGO		IIA	3	3		28.0	----			18.	20.3	----			8.9	----			12	4				72.2
MCCORMICK THEOLOGICAL SEM		IIA	1*	1*		33.7				20.	28.1				6.0				16				9.5	66.7
MCKENDREE COLLEGE		IIB	4	4		21.8	----	16.9	14.7	15.	18.7	----	14.6	13.1					8	3	15	10	32.4	37.8
MACMURRAY COLLEGE		IIB	2	3		24.9	21.7	17.9	15.3	18.	20.3	17.9	15.5	13.8	6.7	7.1	8.2	10.5	14	9	16	12	28.3	49.1
MILLIKIN UNIVERSITY		IIB	3	2		26.8	21.8	16.5	14.2	13.	23.3	19.2	14.8	12.8	5.9	6.3	5.7	7.4	18	26	37	13	21.1	45.3
MONMOUTH COLLEGE		IIB	2	2		24.7	21.0	17.3	13.7	15.	21.3	18.4	15.2	12.2	8.3	10.0	12.2	----	17	15	8	6	11.5	67.3
MORAINE VLY CMTY COLLEGE		III	2	2		25.8	21.7	18.7	15.8	16.	22.4	18.8	16.1	13.5					43	46	45	12	40.8	85.7
MUNDELEIN COLLEGE		IIA	5	5		25.0	19.6	15.7	14.7	18.	22.1	17.2	13.8	13.1	7.1	7.6	6.2	10.9	10	21	33	7	74.3	58.1
NATL COLLEGE CHIROPRACTIC		IIA	5	5		----	20.4	17.3	13.8	7.	----	19.0	16.1	12.9					4	6	16	8	18.9	18.9
NORTH CENTRAL COLLEGE		IIB	2	2		25.3	22.4	17.9		18.	21.9	19.6	15.9		10.4	8.8	8.1		14	13	23		26.9	53.8
NTHESTN ILL UNIVERSITY	3	IIA	2	2		27.9	23.3	20.1	17.9	16.	24.2	20.1	17.3	15.4	7.1	8.4	8.8	11.9	120	93	105	13	33.0	78.7
NORTHERN BAPT THEOL SEM		IIA	4	4		----				---	----				----				3					42.9
NORTHERN ILL UNIVERSITY		I	4	4		32.5	26.3	20.6	14.5	16.	28.3	22.8	17.7	12.3	7.5	8.1	8.0	7.3	319	296	259	147	25.0	63.4
NORTHWESTERN UNIVERSITY		I	1	1		40.1	27.5	21.7	17.7	17.	34.4	23.4	18.9	15.9	7.8	9.0	11.0	14.3	390	179	195	19	9.0	45.0
OAKTON COMMUNITY COLLEGE		III	1	1		22.2	20.3	22.0	19.9	15.	25.4	22.9	19.0	17.4	----	8.0	8.4	11.9	13	38	58	14	47.2	79.7
OLIVET NAZARENE COLLEGE		IIA	5	5		22.4	19.8	16.9	14.2	20.	18.5	16.4	14.1	11.8	6.7	7.3	7.6	7.3	17	14	42	10	37.6	44.7
PRINCIPIA COLLEGE		IIB	2	2		28.3	22.1	17.5	13.7	15.	24.6	19.1	15.4	12.0	7.1	8.3	7.3	8.4	11	25	16	10	28.1	34.4
QUINCY COLLEGE	LFO	IIB	3	2		22.3	19.8	17.5	----	11.	20.0	17.8	15.8	----	5.4	5.3	7.8		11	38	13	3	13.4	76.1
RICHLAND CMTY COLLEGE		III	3	3			20.5	19.7	16.3	16.		17.7	17.0	14.1		5.3	8.8	----		8	15	8	27.0	
ROCKFORD COLLEGE		IIB	2	2		24.9	20.7	16.9	----	13.	22.0	18.3	15.0	----					15	13	26	2	12.6	64.3
ROOSEVELT UNIVERSITY		IIA	2	3		27.9	23.2	19.6	14.3	22.	22.8	18.9	16.0	12.7	7.0	7.0	7.5	7.9	61	62	29	12	23.6	57.0
ROSARY COLLEGE		IIA	5	5			21.3	17.1		15.		18.6	14.9		----	5.0	7.2	----		15	21		44.2	51.2
SAINT XAVIER COLLEGE		IIA	4	4		26.1	22.2	18.0	15.0	18.	22.3	18.9	15.3	12.6	7.7	7.9	8.8	8.2	13	39	30	13	61.5	43.8
SANGAMON STATE UNIVERSITY		IIA	2	2		31.6	25.6	21.7		17.	27.3	22.0	18.5		7.9	7.3	9.9		23	67	58		18.1	50.3
SAUK VALLEY COLLEGE		III	3	3			22.6	19.3	15.6	17.		19.2	16.6	13.0	----	3.7	4.6	5.4		20	18	7	32.1	77.4
SCH ART INSTITUTE CHICAGO		IIA	3	3		28.1	24.0	18.8		23.	23.1	19.6	15.2		6.9	3.8	5.2		9	36	21		29.9	65.7
SEABURY-WESTERN THEOL SEM		IIA	5	5		18.6				35.	13.8				----				6					30.0
STHN ILLINOIS U CARBONDL	3	I	4	5		31.9	24.9	20.1	16.6	16.	27.7	21.6	17.3	14.2	7.0	8.2	8.5	9.3	279	261	400	114	17.4	61.2
STHN ILLINOIS U EDWARDSVL	3	IIA	2	2		29.7	24.8	21.0	17.3	16.	25.8	21.4	18.1	15.0	7.5	8.2	8.6	9.5	210	182	126	47	21.0	79.9
SPERTUS COLLEGE JUDAICA		IIA	1	2		26.7				24.	21.5				6.1				8				10.9	ALL
TRINITY CHRISTIAN COLLEGE	2	IIB	2	2		----	----	----	----	13.	----	----	----	----					3	4	5	4	22.7	22.7
TRINITY COLLEGE		IIB	3	3			20.1	17.3		14.		17.7	15.2			8.2	8.9			9	14		16.7	16.7
TRINITY EVANGELCL DIV SCH		IIA	3	2		25.7	24.3	----	----	15.	22.1	21.3	----	----	8.6	----	----	----	14	6	3	5		35.7
UNIVERSITY OF CHICAGO		I	1	1		42.5	28.4	23.7	19.9	21.	35.2	23.5	19.7	16.5					400	162	170	34	11.2	67.0
U OF ILL URBANA CAMPUS		I	1	1		37.8	26.7	22.8	20.1	16.	32.7	22.9	19.5	17.1	8.3	8.8	9.6	11.1	982	578	488	15	10.4	77.1
U OF ILL CHICAGO CIRCLE		I	3	3		35.9	26.7	21.6	18.7	16.	31.1	23.0	18.5	16.0	7.1	7.8	8.1	6.9	269	293	276	22	20.7	72.7
U OF ILL MEDL CTR CHGO		I	4	4		36.7	27.3	22.2	17.7	17.	31.7	23.4	18.9	15.0	7.5	8.1	7.4	7.4	59	98	180	71	52.8	40.1
WESTERN ILL UNIVERSITY	3	IIA	2	2		28.9	23.8	20.4	14.0	16.	25.0	20.6	17.6	12.0	7.0	8.2	8.9	7.6	194	190	191	57	22.0	68.2
WHEATON COLLEGE		IIB	1	1		26.8	22.0	17.5		16.	23.1	18.9	15.2		6.4	6.1	7.5	----	42	62	31		20.6	56.7
WM RAINEY HARPER COLLEGE		III	1	1		29.8	29.0	25.1	21.0	18.	29.8	24.7	21.3	17.8					32	62	48	40	49.5	77.3
INDIANA																									
ANDERSON COLLEGE		IIA	4	4		23.4	20.8	17.1	14.3	14.	20.4	18.1	15.0	12.7	6.1	6.3	7.4	8.9	24	26	21	15	26.1	48.9
BALL STATE UNIVERSITY		I	4	4		29.9	24.0	19.0	13.6	13.	26.7	21.1	16.6	11.7	7.4	9.8	10.1	11.0	327	218	243	95	29.9	68.0
BETHEL COLLEGE		IIB	5	5		----	----	----		15.	----	----	----		----	6.5	6.5		4	5	5		26.3	47.4
BUTLER UNIVERSITY		IIA	3	3		27.5	21.8	17.9	15.7	15.	24.2	18.9	15.4	13.5	9.9	8.5	9.5	9.6	47	51	39	14	20.5	84.8
CALUMET COLLEGE		IIB	2	3		----	19.9	----		21.	----	16.6	----		----	6.9	----	----	4	8	3		23.8	66.7
CHRISTIAN THEOLOGICAL SEM		IIA	4	4		20.1				20.	16.7				4.9				10					ALL
CONCORDIA THEOLOGICAL SEM		IIA	2	3		25.8	23.9	20.7		25.	20.7	19.3	16.6		10.3	22.5	43.3		10	8	7			53.8
DEPAUW UNIVERSITY		IIB	1	1		29.1	23.3	18.7		20.	24.3	19.4	15.9		9.4	9.6	10.1		58	46	27		16.8	80.9
EARLHAM COLLEGE		IIB	1	2		29.5	22.2	17.3		25.	22.5	18.2	14.6		9.6	12.8	10.5		29	14	32		15.6	53.2
FORT WAYNE BIBLE COLLEGE		IIB	4	4		----	----	14.4		12.	----	----	12.8		----	6.7	7.9		3	5	6		22.2	66.7
FRANKLIN COLLEGE INDIANA		IIB	3	3		22.5	17.9	16.9		17.	19.2	15.2	14.6		8.5	8.2	8.4	----	7	18	16		22.9	56.3
GOSHEN BIBLICAL SEMINARY		IIA	5	5		----	----			19.	----	----			----	----			4	3				55.6
GOSHEN COLLEGE	8	IIB	3	4		21.3	17.5	16.1		26.	16.8	14.0	13.1		6.9	9.4	7.7		38	18	12		27.6	63.2
GRACE COLLEGE		IIA	5	5		18.6	15.7	14.1		11.	16.9	14.1	12.7		3.9	6.1	7.0	----	9	20	13		15.9	
HUNTINGTON COLLEGE		IIB	3	4		----	19.3	16.2	----	19.	----	16.3	13.6	----	----	5.6	6.6	----	4	10	10	3	16.7	40.0
INDIANA CEN UNIVERSITY		IIA	4	4		25.5	21.5	18.0	15.2	17.	21.5	18.2	15.5	13.6	6.3	7.7	7.2	8.4	12	27	25	13	41.0	48.7
INDIANA INST TECHNOLOGY		IIB	4	3			18.1	17.4		12.		16.3	15.4			10.4	----			8	7		10.0	50.0
INDIANA STATE U MAIN CAM	6	I	4	5		30.2	24.8	19.9	15.4	20.	25.1	20.5	16.8	13.2	6.3	6.9	6.5	6.7	262	166	168	58	23.7	77.2
INDIANA ST U EVANSVL CAM		IIB	1	1		28.9	23.6	19.6	16.3	19.	24.1	19.5	16.5	14.2	6.5	6.3	7.2	8.3	21	25	31	12	19.8	58.3
INDIANA U BLOOMINGTON		I	2	2		26.9	26.8	22.0		22.	22.6	21.9	17.9		6.7	8.1	7.9		553	355	290		17.1	67.2
INDIANA UNIVERSITY EAST		III	2	3			----	19.4		23.		----	15.8			----	9.2			4	8		37.5	37.5
IND-PURDUE U FORT WAYNE		IIA	3	3		29.9	25.8	20.7	15.8	22.	24.5	21.0	16.9	13.9	7.0	6.9	7.7	9.1	34	85	117	14	25.8	59.1
IND-PURDUE U INDIANAPOLIS		I	4	5		34.5	26.0	21.0	15.5	22.	28.3	21.1	17.0	12.5	6.7	7.8	9.2	9.1	119	205	191	35	42.4	54.2
INDIANA U AT KOKOMO		IIB	1	2		----	23.0	20.0		21.	----	18.7	16.2			7.1	7.8		3	24	10		31.0	59.5
INDIANA U NORTHWEST		IIA	2	2		24.5	26.5	20.9		23.	28.4	21.6	16.9		7.2	6.5	8.1		13	58	36		27.7	59.8
INDIANA U AT SOUTH BEND		IIA	2	3		30.4	25.6	20.1	----	22.	24.9	21.1	16.4	----	5.9	7.3	7.4		13	73	33	3	18.3	61.1
INDIANA U SOUTHEAST		IIA	3	4		29.5	23.3	18.6		23.	24.2	18.9	15.1		8.1	7.8	7.9		14	30	31		30.8	55.1
MANCHESTER COLLEGE		IIB	3	2		24.1	19.7	15.9	13.4	14.	20.9	17.1	14.2	12.1	6.1	6.5	6.7	----	19	28	15	7	19.7	63.4
MARIAN COLLEGE	LFO	IIB	5	5			16.2	14.9	13.9	14.		14.1	13.0	12.3	----	7.0	7.1	6.6		11	10	8	40.0	40.0
MARION COLLEGE		IIB	4	4		20.6	17.9	14.9	11.4	16.	17.4	15.1	12.5	10.4	8.7	6.1	7.9		11	17	15	9	40.7	48.1
MENONITE BIBLICAL SEMINARY		IIA	5	5		----				---	----				----				3					83.3
OAKLAND CITY COLLEGE		IIB	5	5		14.7		12.6	12.2	14.	12.7		11.2	10.7	10.8		----	7.2	7		6	8	42.3	34.6
PURDUE U MAIN CAMPUS		I	2	2		38.4	28.0	22.1	14.9	21.	31.8	22.9	18.3	13.5	6.9	7.3	8.7	10.0	532	421	349	73	13.3	69.1

APPENDIX I

NAME OF INSTITUTION	(1) NOTES	INST CATEGORY	(2) RATING AVG COMP	(2) RATING AVG SAL	(3) AVERAGE COMPENSATION BY RANK (IN THOUSANDS) PR	AO	AI	IN	(4) FRINGE BEN AS % OF SALARY	(5) AVERAGE SALARY BY RANK (IN THOUSANDS) PR	AO	AI	IN	(6) SALARY INCREASE FOR CONTINUING FACULTY (IN PERCENT) PR	AO	AI	IN	(7) NUMBER OF FULL-TIME FAC BY RANK PR	AO	AI	IN	(8) WOMEN AS % OF TOT FAC	(9) TENURED FAC AS % OF TOT FAC
INDIANA (CONTD)																								
PURDUE U CALUMET CAMPUS		IIA	2	2	32.4	26.0	20.9	14.1	22.	26.5	21.2	17.1	12.6	7.1	7.3	7.2	8.9	24	92	65	15	29.1	69.0
PURDUE U NORTH CEN CAMPUS		IIA	3	4		25.4	21.2	14.2	21.		20.7	17.3	12.5		7.0	7.9	----		20	16	7	35.4	68.8
ROSE-HULMAN INST OF TECHN		IIB	1*	1*	32.6	26.2	20.3	----	18.	27.6	22.2	17.2	----	8.2	10.2	9.0		3	20	15	3	2.7	65.8
SAINT FRANCIS COLLEGE	LFO	IIA	5	5		----	16.4	14.3	12.		----	14.5	13.2		----	7.1	----		5	9	6	36.7	53.3
SAINT JOSEPH'S COLLEGE	LFO	IIB	2	2	24.7	21.4	17.7		20.	19.6	17.8	15.3		5.5	7.0	6.7		7	13	11		14.7	67.6
SAINT MARY-OF-THE-WOODS C	PRA	IIB																						
SAINT MARY'S COLLEGE	LFO	IIB	1	2	30.3	24.3	19.9	----	23.	24.6	19.7	16.2	----	8.2	14.6	15.5	18.4	17	27	62	3	48.2	33.9
SAINT MEINRAD COLLEGE	LFO	IIB	3	4			18.3		19.			15.3			6.5					8				
SNT MEINRAD SCH THEOLOGY	LFO	IIA	5	5			19.3		17.			16.4				----				6				
TAYLOR UNIVERSITY		IIB	2	2	25.1	20.8	17.9	----	19.	20.4	17.4	14.9	----	7.7	9.9	2.7	----	18	28	16	5	18.9	62.2
TRI-STATE UNIVERSITY		IIB	3	3	23.3	19.4	17.5	----	18.	19.8	16.4	14.8	----					12	33	26	3	11.5	50.0
UNIVERSITY OF EVANSVILLE		IIA	4	4	26.7	22.4	19.0	14.2	14.	23.2	19.3	16.7	12.9	7.0	8.1	9.7	10.9	37	55	81	25	36.5	52.2
UNIVERSITY OF NOTRE DAME		I	2	2	36.4	27.8	21.0	17.9	19.	30.0	23.3	18.1	16.0					63	154	136	15	7.7	66.4
VALPARAISO UNIVERSITY		IIA	4	4	25.6	21.3	17.5	13.2	14.	22.5	18.7	15.5	11.9					74	75	78	32	25.9	57.5
VINCENNES UNIVERSITY		III	3	4	23.9	20.6	18.2	15.5	20.	19.6	17.4	15.3	12.9	12.1	12.3	12.3	13.0	40	35	86	36	33.0	46.3
WABASH COLLEGE		IIB	1	1	30.4	25.1	17.2		19.	25.3	20.7	14.7		9.7	9.1	10.7		19	17	28		8.7	60.9
IOWA																								
BRIAR CLIFF COLLEGE	10	IIB	3	3	----	20.3	18.0	----	11.	----	18.6	16.1	----	----	7.0	7.2	----	3	9	30	5	45.1	21.6
BUENA VISTA COLLEGE		IIB	2	2	27.2	21.5	18.8	----	13.	24.0	18.9	16.6	----	10.0	10.0	10.0	----	8	14	22	3	18.4	53.1
CENTRAL U OF IOWA		IIB	2	2	26.0	21.4	17.6	----	16.	22.0	18.2	15.7	----	6.6	7.0	5.9	----	10	35	20	4	20.7	72.6
CLARKE COLLEGE	10	IIA	5	5	----	16.6	15.0	12.6	10.	----	14.9	13.6	11.4	----	7.5	7.7	----	5	13	15	7	66.7	47.6
COE COLLEGE		IIB	2	2	28.1	21.8	17.3	15.2	17.	24.3	18.6	14.7	12.9	5.2	6.0	6.7	6.6	18	20	28	3	16.0	48.0
COLLEGE OSTEO MED-SURGERY		IIA	1	1*	42.2	27.5	28.1		14.	37.9	23.6	24.5		8.0	6.3	8.2		11	13	31		22.4	
CORNELL COLLEGE		IIB	2	1	26.0	20.3	16.2		15.	22.4	17.6	14.5		9.2	11.6	11.8		26	2*	16		25.6	69.1
DIVINE WORD COLLEGE		IIB	2	3		----			---		----				----		----					14.3	28.6
DORDT COLLEGE		IIB	3	3	21.1	19.2	16.9	15.3	19.	17.8	16.1	14.1	12.9					17	21	9	12	10.3	17.6
DRAKE UNIVERSITY		IIA	3	2	28.0	22.7	19.0	16.3	14.	24.6	19.8	16.8	14.6	8.1	6.7	9.4	15.7	101	72	62	27	18.2	66.7
FAITH BAPT BIBLE COLLEGE		IIB	5	5	----	----	14.1	----	22.		----	11.4	----	----	----	7.5		4	5	6	3	14.3	
GRACELAND COLLEGE		IIB	4	4	20.9	17.9	16.0	14.7	17.	18.0	15.4	13.7	12.5	7.9	7.8	7.2	7.2	17	27	19	16	33.8	61.3
GRAND VIEW COLLEGE		IIB	3	3	23.4	19.5	17.4	15.6	13.	20.5	17.1	15.5	14.0	7.8	7.5	8.4		12	18	15	12	55.2	51.7
GRINNELL COLLEGE*		IIB	1	1	32.3	22.5	19.1	18.0	21.	26.5	18.8	15.9	15.0	7.2	7.2	7.4	7.0	38	16	36	11	21.8	53.5
IOWA CENTRAL CC		III	3	3	23.2	20.3	20.1	18.3	14.	19.7	17.9	17.8	16.0	8.9	8.5	8.2	7.2	6	6	16	41	18.2	
IOWA STATE U SCI & TECHN		I	3	4	34.2	26.7	21.5	16.3	20.	28.7	22.1	17.7	13.4	7.3	9.4	9.3	8.9	423	316	330	165	19.5	65.1
IOWA WESLEYAN COLLEGE		IIB	4	4	20.0	18.4	16.0	----	16.	17.1	15.9	13.7	----	3.8	5.0	4.2	----	7	12	17	4	34.8	47.8
IOWA WESTERN CMTY COLLEGE		III	3	4	24.7	20.9	18.4	16.1	18.	21.2	17.8	15.8	13.6	7.9	7.9	7.9	7.9	7	29	37	47	34.4	
LORAS COLLEGE		IIA	4	4	24.8	20.2	17.9	15.3	15.	21.6	17.5	15.7	13.9	9.6	10.2	9.8	----	24	14	25	7	8.2	49.3
LUTHER COLLEGE		IIB	2	3	25.8	20.3	17.2	14.8	22.	20.6	16.5	14.7	12.9	2.7	5.0	6.0	6.3	41	30	32	22	28.0	56.8
MARYCREST COLLEGE	10	IIB	4	4	17.2	16.1	15.8	----	9.	17.2	15.1	14.2	----	----	4.6	3.9	----	6	14	33	3	67.8	
MORNINGSIDE COLLEGE		IIA	5	5	24.7	20.6	16.8	15.3	17.	20.4	17.2	14.8	13.4	3.4	3.8	5.0	6.6	12	20	32	8	23.0	39.2
MOUNT MERCY COLLEGE	10	IIB	4	4	----	17.7	16.2	14.8	10.	----	16.1	14.8	13.2	----	7.0	8.3	8.8	4	7	24	17	67.3	34.6
NORTHWESTERN COLLEGE		IIB	2	2	22.8	21.1	18.0	14.5	15.	20.2	18.7	15.9	12.8					10	14	17	7	9.8	52.9
PALMER C OF CHIROPRACTIC		IIA	5	4	25.5	21.3	17.8	17.0	13.	22.7	18.8	15.6	15.1					7	17	36	25	12.9	
SAINT AMBROSE COLLEGE	LFO	IIB	3	2		22.3	18.7	----	10.		20.0	16.9	----		8.6	8.1	----		14	35	3	15.0	45.0
SIMPSON COLLEGE		IIB	3	3	23.9	19.9	17.7	14.6	17.	20.3	16.8	15.3	13.2	3.8	5.5	4.3	----	10	19	20	7	26.7	48.3
UNIVERSITY OF DUBUQUE		IIA	5	4	22.0	19.7	16.7	12.4	13.	19.4	17.3	14.7	11.1	6.0	6.0	7.2	----	17	13	11	6	26.0	58.0
UNIVERSITY OF IOWA		I	2	2	36.2	28.0	22.2	18.6	20.	30.5	23.3	18.3	15.3	7.2	7.7	8.7	8.5	397	324	267	54	19.3	67.1
U OF NORTHERN IOWA		IIA	2	2	30.4	25.6	21.4	15.9	18.	25.7	21.4	18.1	14.1	6.6	7.4	7.7	7.9	138	147	208	54	26.3	67.9
UPPER IOWA UNIVERSITY		IIB	5	5	----		13.6		11.	----		12.3		----		2.6		3		19		29.0	38.7
VENNARD COLLEGE		IIB	5	5	----	----	----	----	6.	----	----	----	----					3	3	2	2	60.0	
WALDORF COLLEGE		III	3	3	21.7	21.0	19.7	----	18.	18.4	17.7	16.6	----	5.3	5.1	7.3		9	7	7	4	17.2	72.4
WARTBURG COLLEGE		IIB	2	2	24.2	20.5	18.3	----	19.	20.5	17.3	15.5	----	7.0	7.0	7.2	----	20	17	31	4	18.4	60.5
WARTBURG THEOLOGICAL SEM		IIA	4	3	22.2	20.1			14.	19.5	17.7			6.3	7.0			7	7			5.9	58.8
WESTMAR COLLEGE		IIB	4	4	20.7	17.6	15.4	14.3	14.	18.1	15.4	13.5	12.7	4.5	4.4	8.3	5.3	13	7	8	9	22.5	50.0
WILLIAM PENN COLLEGE		IIB	4	4	----	17.4	17.0		15.	----	15.1	14.9		----	4.6	7.6		5	18	11		22.9	65.7
KANSAS																								
BAKER UNIVERSITY		IIB	5	4	19.6	17.0	14.0		12.	17.3	15.1	12.6		7.2	7.6	8.2		11	11	31		21.8	50.9
BENEDICTINE COLLEGE		IIB	5	4	19.6	17.3	14.1	13.2	11.	17.7	15.3	12.8	12.1	7.2	8.3	8.8	8.2	13	16	19	18	33.3	48.5
BETHEL COLLEGE		IIB	3	4	20.2	19.0	15.9		20.	17.1	15.7	13.3		6.7	6.6	9.4		11	9	13		12.5	42.5
CENTRAL BAPTIST THEOL SEM		IIA	3	4	----				---	----				----				5				33.3	
EMPORIA STATE UNIVERSITY		IIA	3	3	25.5	21.8	18.3	----	14.	22.4	19.1	15.9	----	6.2	6.7	7.5	8.5	89	82	43	5	21.2	76.9
FORT HAYS ST UNIVERSITY		IIA	4	4	25.6	21.3	18.7	15.5	15.	22.3	18.4	16.3	13.9	6.2	6.8	8.1	8.9	67	64	69	25	26.2	65.9
FRIENDS BIBLE COLLEGE		IIB	5	5			----		---			----				----				3		40.0	
FRIENDS UNIVERSITY		IIB	4	4	19.0	17.2	14.9	13.7	14.	16.4	15.3	13.2	12.5	6.5	----	6.6	8.4	11	6	16	7	26.1	37.0
KANSAS NEWMAN COLLEGE	10	IIB	5	5		15.3	14.6	----	8.		14.6	13.4	----			----	10.0		9	20	3	61.1	8.3
PITTSBURG ST UNIVERSITY		IIA	3	3	26.1	22.9	20.3	17.7	15.	22.7	19.9	17.5	15.2	10.1	7.3	7.8	7.2	81	58	75	28	20.1	65.9
KANSAS ST U AGR & APP SCI		I	4	4	31.5	25.0	20.4	16.3	15.	27.7	21.7	17.6	13.9	6.7	6.9	6.6	6.4	276	281	255	85	16.3	64.4
KANSAS TECHNICAL INST	2	III	2	2		----	21.9	----	14.	----	----	19.0	----	----	----	----	----	3	4	6	4	4.8	
KANSAS WESLEYAN		IIB	4	4	19.4	15.9	14.6		12.	17.0	13.9	13.3		7.0	6.5	6.2		6	8	16		30.3	42.4
MCPHERSON COLLEGE		IIB	4	5	20.1		14.5		22.	16.6		11.9		6.8	----	6.5		9		17		18.8	46.9
MANHATTAN CHRSTN COLLEGE		IIB	3	3	19.6	----			23.	15.9	----			----	----			9	3			23.5	64.7
MARYMOUNT COLLEGE KANSAS	10	IIB	5	5	----	15.9	13.8	11.1	9.	----	14.4	12.4	10.2	----	12.1	13.8	12.9	5	9	20	9	55.3	10.6
OTTAWA UNIVERSITY		IIB	4	4	20.3	19.7	----	13.4	15.	17.6	17.1	----	11.9	5.0	5.5	8.7	----	12	7	4	9	22.2	55.6
SAINT JOHN'S COLLEGE		III	5	5		----	15.7	----	15.		----	13.6	----		----	3.9	----		3	8	4	25.0	50.0
SAINT MARY COLLEGE		IIB	3	3			----		---			----		----			----			3		53.8	46.2
SAINT MARY PLAINS COLLEGE	LFO	IIB	4	4	----	18.0	15.2	12.9	14.	----	15.9	13.4	11.3	5.0	10.4	16.2	----	4	14	16	7	46.5	
SOUTHWESTERN COLLEGE		IIB	4	4	----	18.5	16.2	12.8	13.	----	16.4	14.3	11.5	8.7	10.2	7.7	----	5	14	10	10	18.2	50.0
STERLING COLLEGE		IIB	3	4	20.7	18.8	16.3		24.	17.0	15.1	13.0		----	8.1	8.7		6	13	13		22.2	47.2
TABOR COLLEGE		IIB	4	5		----	----	14.8	----	17.	----	----	12.6	----	----	2.4	2.4	----	4	5	10	4	20.0	16.0
U OF KANSAS MAIN CAMPUS		I	3	2	32.2	24.5	20.3	17.7	13.	28.6	21.5	17.9	15.6	7.4	7.0	5.1	5.2	485	297	225	17	13.9	78.3
WASHBURN U OF TOPEKA		IIA	4	3	29.3	22.9	19.4	14.6	12.	26.0	20.1	17.3	13.4	7.6	9.0	8.4	8.3	38	38	66	32	31.8	57.5
WICHITA STATE UNIVERSITY		IIA	3	2	30.6	24.3	20.0	15.8	13.	27.7	21.6	17.5	13.7	5.4	6.5	7.9	7.4	99	122	212	61	24.6	55.3
KENTUCKY																								
ASBURY COLLEGE		IIB	4	3	22.1	18.8	16.3	13.9	11.	19.7	16.7	14.6	12.9	7.3	7.1	7.9	7.0	13	24	32	17	26.4	51.7
ASBURY THEOLOGICAL SEM		IIA	3	3	23.8	21.6	----		18.	20.3	18.2	----		6.5	9.6	----		18	8	4			63.6
BELLARMINE COLLEGE		IIB	3	2	22.1	17.0	15.0		12.	19.4	15.7	13.5		7.9	11.3	15.9		27	13	14		32.2	64.4
BEREA COLLEGE		IIB	2	2	27.3	21.8	18.6	15.4	16.	23.5	18.6	16.1	13.6	6.1	6.5	6.9	6.5	28	33	23	17	30.1	63.1
BRESCIA COLLEGE	10	IIB	5	4		20.0	14.5	12.8	9.		17.9	13.4	12.0	----	7.0	7.2	7.5		9	18	11	46.8	34.0
CAMPBELLSVILLE COLLEGE		IIB	5	5	----	17.2	14.9	----	16.	----	15.0	12.8	----	----	8.6	7.2	----	4	11	19	4	23.3	48.8
CENTRE COLLEGE OF KY		IIB	2	2	25.5	21.0	16.6		19.	21.2	17.5	14.3		7.8	10.2	10.3		17	22	18		19.0	60.3

APPENDIX I

NAME OF INSTITUTION	NOTES	(1) INST CATEGORY	(2) RATING AVG COM	(2) RATING AVG SAL	(3) AVERAGE COMPENSATION BY RANK (IN THOUSANDS) PR	AO	AI	IN	(4) FRINGE BEN AS % OF SALARY	(5) AVERAGE SALARY BY RANK (IN THOUSANDS) PR	AO	AI	IN	(6) SALARY INCREASE FOR CONTINUING FACULTY (IN PERCENT) PR	AO	AI	IN	(7) NUMBER OF FULL-TIME FAC BY RANK PR	AO	AI	IN	(8) WOMEN AS % OF TOT FAC	(9) TENURED FAC AS % OF TOT FAC
KENTUCKY	(CONTD)																							
CUMBERLAND COLLEGE		IIB	5	5	18.5	15.1	12.8	12.0	11.	16.7	13.6	11.5	11.0											
EASTERN KY UNIVERSITY		IIA	3	3	27.5	23.1	19.8	15.9	14.	24.3	20.2	17.2	13.8	9.6	7.1	7.2	7.7	156	196	185	57	32.9	62.9
GEORGETOWN COLLEGE		IIB	3	3	24.0	19.6	15.9	----	13.	21.2	17.2	14.1	----	6.4	7.1	6.5	----	10	26	19	4	31.3	76.6
KY CHRISTIAN COLLEGE		IIB	5	5	----	----			85.	----	----			----	11.0			4	5			21.4	
KENTUCKY STATE UNIVERSITY		IIA	4	4	26.9	21.5	18.7	16.8	17.	23.2	18.5	16.1	14.4	4.9	5.4	8.5	10.0	14	24	31	42	31.9	31.0
KENTUCKY WESLEYAN COLLEGE		IIB	3	3	22.9	20.1	16.0	13.2	16.	19.7	17.1	13.9	11.7	12.0	10.5	9.5	----	11	17	6	6	20.5	65.9
LEXINGTON THEOL SEMINARY		IIA	4	4	20.2				22.	16.5				5.2				9				9.1	81.8
LOUISVL PRESB THEOL SEM		IIA	1=	1=	33.7				29.	26.2				7.6				9				15.4	76.9
LOUISVILLE SCHOOL OF ART		IIB	5	5		----			---		----					----					3	28.6	
MOREHEAD STATE UNIVERSITY		IIA	3	3	26.6	22.8	19.7	16.0	16.	23.0	19.6	16.9	13.7	5.0	5.2	6.0	7.5	82	67	93	37	27.7	60.9
MURRAY STATE UNIVERSITY	20	IIA	3	3	27.1	23.8	20.6	18.0	18.	23.1	20.2	17.3	15.0	7.2	7.2	7.9	8.1	91	104	123	20	18.0	55.8
NORTHERN KY UNIVERSITY		IIA	3	4	30.8	24.1	18.9	14.8	17.	26.3	20.4	16.1	13.4	6.5	7.9	7.7	9.7	31	79	116	25	27.5	44.2
PIKEVILLE COLLEGE		IIB	4	4		18.3	15.2	13.8	11.		16.2	13.8	12.7		8.4	----	7.8		16	11	8	37.5	
SPALDING COLLEGE	10	IIA	5	5	18.2	15.6	13.5	13.4	10.	17.0	14.1	12.3	12.1	4.8	7.1	10.5	13.9	9	17	10	15	73.2	46.4
THOMAS MORE COLLEGE		IIB	5	5	----	15.9	14.6	----	12.	----	13.8	12.3	----	----	6.2	5.8	----	4	17	19	3	13.3	48.9
TRANSYLVANIA UNIVERSITY		IIB	2	3	24.3	20.4	17.4	16.3	18.	20.5	17.2	15.0	13.7					15	10	19	7	24.6	61.4
UNION COLLEGE		IIA	5	5	17.0	13.4	12.9	11.4	14.	14.6	11.6	11.3	10.3	----	5.3	3.3	----	6	14	13	10	32.6	32.6
UNIVERSITY OF KENTUCKY		I	3	3	32.8	25.5	20.6	18.2	16.	28.3	21.8	17.8	16.2	4.7	5.9	6.1	6.0	378	407	387	44	16.3	65.1
U OF KENTUCKY CC SYSTEM		III	4	5	21.2	18.3	15.6	14.2	17.	18.1	15.5	13.2	12.6	4.6	4.8	5.9	5.2	41	193	146	130	51.2	46.1
UNIVERSITY OF LOUISVILLE		I	4	4	32.5	25.3	20.6	16.0	17.	27.8	21.4	17.8	14.6	6.7	7.3	8.3	8.9	190	182	198	26	22.7	58.2
WESTERN KY UNIVERSITY		IIA	3	3	28.1	23.3	19.6	15.5	18.	24.1	19.8	16.5	13.0	6.3	6.0	6.1	6.5	178	173	154	72	25.7	58.6
LOUISIANA																								
CENTENARY C OF LOUISIANA		IIB	3	3	21.2	19.3	16.1	13.6	15.	18.3	16.9	14.2	12.1	4.4	10.5	11.1	----	20	8	10	10	23.2	46.4
DELGADO COLLEGE		III	4	4	22.9	20.5	17.8	14.1	9.	21.1	18.8	16.3	13.1		22.7	23.7	21.7	8	37	63	51	26.3	46.3
DILLARD UNIVERSITY		IIB	4	4	----	19.4	16.8	13.8	12.	----	17.2	15.1	12.8	----	6.0	6.6	6.0	4	18	36	24	54.8	
GRAMBLING STATE U		IIA	4	4	24.1	18.8	18.4	15.1	10.	22.0	17.2	16.8	13.8	20.0	13.2	11.5	17.3	51	42	66	34	39.4	68.9
LOUISIANA COLLEGE		IIB	3	4	22.7	19.5	16.8	13.8	19.	19.2	16.4	13.8	12.7	6.1	6.5	5.3	----	8	17	19	7	28.0	54.0
LA STATE U AND A&M C		I	3	3	33.0	25.6	21.2	16.0	11.	30.0	23.2	19.1	14.4	13.4	15.7	17.7	19.2	438	353	346	191	17.3	55.6
LA STATE U ALEXANDRIA		III	3	3	24.5	19.8	18.3	15.6	12.	22.2	17.8	16.3	13.9	10.0	10.0	10.5	10.9	7	7	39	11	46.3	53.7
LA STATE U EUNICE		III	4	4		----	18.6	16.7	11.		----	16.7	15.0			15.3	16.0		3	96	17	40.0	25.0
LA STATE U SHREVEPORT		IIB	2	2	24.8	22.1	19.0	----	11.	22.4	20.0	17.2	----	12.0	12.7	13.0	----	17	32	57	5	29.6	56.5
LOUISIANA TECH UNIVERSITY		IIA	3	3	26.6	22.8	18.9	16.7	12.	23.7	20.3	16.9	14.9	9.6	11.0	11.5	17.5	112	101	129	36	24.5	68.0
LOYOLA U IN NEW ORLEANS		IIA	3	2	27.3	22.9	19.5	15.3	12.	24.6	20.4	17.6	13.9	12.8	13.1	15.6	16.9	27	86	58	6	18.1	51.1
MCNEESE STATE UNIVERSITY		I	5	5	23.2	21.3	18.3	15.4	11.	21.0	19.2	16.5	13.8	8.9	10.1	9.7	10.1	59	36	81	28	21.7	66.7
NICHOLLS STATE UNIVERSITY		IIA	3	2	26.4	23.0	20.0	17.5	10.	24.0	20.9	18.2	15.9	10.3	12.2	11.9	12.6	55	52	79	38	38.2	62.7
NORTHEAST LOUISIANA U		I	5	5	26.8	23.8	19.0	14.0	11.	24.2	21.5	17.2	12.8	8.0	8.2	9.1	12.1	65	110	108	34	30.9	60.9
NTHWSTN ST U OF LA		I	5	5	24.9	21.7	18.9	15.3	12.	22.2	19.1	16.9	13.6	12.6	14.6	14.4	13.5	71	85	48	25	43.6	72.5
NOTRE DAME SEM SCH THEO		IIA	5	5	7.6				9.	7.0				9.3				7				14.3	
OUR LADY OF HOLY CROSS C		IIB	5	5		----	12.3	17.				----	10.6							5	10	50.0	
SAINT MARY'S DOMINICAN C	10	IIB	5	5	----	15.5	12.8		11.	----	13.9	11.8		----	10.2	10.3	15.5	3	13	9		61.3	54.8
STHESTN LA UNIVERSITY		IIA	3	2	24.8	22.2	19.7	16.3	8.	23.0	20.5	18.2	15.1	13.4	13.9	15.3	19.4	70	71	81	21	29.3	72.8
SOUTHERN U A&M C MAIN CAM		IIA	4	4	25.0	21.9	18.5	15.5	11.	22.6	19.7	16.6	14.0	9.8	9.9	10.0	10.0	91	113	182	68	44.7	75.7
STHN U SHREVEPORT-BOSSIER		III	5	5		20.1	17.2	14.7	13.		17.5	15.2	13.0		11.3	11.9	9.1		6	18	19	48.9	53.2
STHN U IN NEW ORLEANS		IIB	2	2	23.8	21.5	18.9	15.4	9.	21.6	19.6	17.3	14.2	8.1	9.3	8.3	4.5	20	20	41	7	37.9	74.7
TULANE U OF LOUISIANA		I	4	4	32.6	25.0	19.5	14.7	17.	27.7	21.1	17.1	12.8	6.5	7.2	8.6	7.4	143	124	122	22	17.8	79.1
UNIVERSITY OF NEW ORLEANS		IIA	3	2	29.2	23.6	19.5	14.8	10.	26.4	21.4	17.7	13.4	10.5	12.0	12.6	10.2	106	132	113	103	22.4	49.5
U OF STHWSTN LOUISIANA		IIA	3	2	27.8	23.9	20.4	16.1	11.	25.1	21.5	18.4	14.7	10.0	10.4	10.4	11.0	111	151	177	76	29.4	63.1
XAVIER UNIVERSITY OF LA		IIA	5	5	19.0	17.5	17.1	14.5	11.	17.2	15.7	15.4	13.0	6.4	7.4	9.3	9.5	14	32	42	20	40.0	39.1
MAINE																								
BANGOR THEOLOGICAL SEM		IIA	4	5	----				---	----				10.2				5				14.3	85.7
BATES COLLEGE		IIB	2	2	28.7	23.3	18.4	16.0	15.	24.9	20.1	16.1	14.4	6.6	7.4	13.7	14.9	17	23	46	8	17.5	49.5
BOWDOIN COLLEGE		IIB	1=	1=	33.9	24.2	18.9	15.2	19.	28.1	19.9	16.2	13.8	7.2	7.7	6.9	----	42	13	32	6	12.5	59.4
COLBY COLLEGE		IIB	1=	1=	35.3	25.2	18.7	15.6	21.	28.9	20.9	15.8	13.7	6.1	7.1	7.7	----	38	33	38	7	18.1	62.1
HUSSON COLLEGE		IIB	3	3	22.8	18.4	16.2	----	13.	20.3	16.2	14.4	----	11.5	8.9	13.2		9	9	13	3	37.1	42.9
MAINE MARITIME ACADEMY		IIB	4	3	----	18.7	16.3		8.	----	17.3	15.1			9.5	9.5		3	20	14			
NASSON COLLEGE		IIB	4	5	----	17.6	14.6	----	19.	----	14.3	12.4	----	6.3	7.3	10.2	12.3	5	10	17	4	7.7	53.8
SAINT JOSEPH'S COLLEGE		IIB	5	5			14.6		14.			12.8		----		7.5				27		51.6	30.3
THOMAS COLLEGE		IIA	5	5			15.9	----	13.			14.0	----			6.4	----			12	3	30.1	9.5
U OF MAINE AT AUGUSTA		III	2	3	24.2	20.8	17.0	----	18.	20.6	17.6	14.5	----	11.0	12.4	9.6	----	14	16	12	3	21.2	64.6
U OF MAINE AT FARMINGTON		IIB	2	2	26.7	21.4	18.6	----	17.	22.9	18.4	15.9	----	9.0	9.6	10.9	----	16	34	20	5	25.0	66.3
U OF MAINE AT FORT KENT		IIB	3	3		21.0	16.8		16.		18.2	14.5			11.3	10.0			9	6		15.8	47.4
U OF MAINE AT MACHIAS		IIB	2	2	24.3	21.3	18.5		17.	20.9	18.4	15.9		8.5	9.3	11.7		6	13	13		40.0	51.4
U OF MAINE AT ORONO		I	5	5	28.9	22.4	18.1	11.9	16.	25.0	19.2	15.6	10.5	9.2	9.4	11.1	11.2	134	166	121	26	14.6	67.3
U OF SOUTHERN MAINE		IIA	3	3	28.6	23.1	18.6	15.1	16.	24.6	19.8	16.2	13.5	8.7	10.3	10.3	9.0	51	104	54	19	27.1	65.7
U OF ME AT PRESQUE ISLE		IIB	2	2	27.5	21.1	18.4		16.	23.8	18.1	15.7		10.1	11.6	12.8	----	8	22	12		18.4	67.3
MARYLAND																								
BOWIE STATE COLLEGE		IIA	2	1	33.4	28.3	22.0	18.0	17.	29.1	24.3	18.6	15.3	9.0	10.1	10.7	----	27	30	41	11	41.3	59.6
CAPITOL INST TECHNOLOGY		IIB	5	5	----		----		11.	----		----						3		5			
CATONSVILLE CMTY COLLEGE		III	1	1	33.2	25.7	21.9	18.0	15.	29.1	22.8	19.1	15.6	8.9	9.2	6.9	5.6	34	83	69	18	40.0	73.3
CECIL COMMUNITY COLLEGE		III	4	4		----	18.1	----	20.		----	15.2	----		----	10.7	----		3	12	3	40.9	54.5
CHARLES CO CMTY COLLEGE		III	2	2	----	22.6	21.2	16.5	16.	----	19.4	18.3	14.2		9.6	8.3	8.0	3	15	6	2	35.9	33.8
CHESAPEAKE COLLEGE		III	4	4		20.6	18.0	15.6	18.		17.7	15.3	13.2		6.4	7.0	----		8	11	6	51.7	51.7
COLUMBIA UNION COLLEGE		IIB	5	5	17.5	16.0	15.6	13.8	16.	15.2	13.6	13.6	12.2	7.5	4.4	8.8	9.0	12	12	21	10	37.7	
CMTY COLLEGE OF BALTIMORE		III	1	1	31.4	25.1	21.1	17.5	18.	27.3	21.2	17.6	14.5	5.0	5.7	5.7	5.9	44	40	47	24	44.5	85.8
COPPIN STATE COLLEGE		IIA	2	2	32.0	26.0	22.0	16.6	16.	27.3	22.4	18.9	14.5	3.8	5.0	4.5	3.7	28	33	38	38	52.6	64.2
DUNDALK CMTY COLLEGE		III	2	2	----	24.7	22.4	----	18.	----	21.2	19.0	----						11	24	3	47.6	54.8
ESSEX COMMUNITY COLLEGE		III	1	1	32.0	26.3	22.3	18.2	16.	27.8	22.9	19.2	15.7	8.6	5.4	5.2	9.2	32	56	45	23	36.6	84.8
FREDERICK CMTY COLLEGE		III	2	1	----	25.9	20.2	----	15.	----	22.6	17.5	----	----	8.7	8.7	----	4	9	11	3	36.7	23.3
FROSTBURG STATE COLLEGE		IIA	2	2	31.8	25.8	21.9	17.0	16.	27.7	22.2	18.7	15.1	5.8	10.3	10.6	8.7	44	44	47	44	22.1	66.9
GARRETT COMMUNITY COLLEGE		III	3	4		----	18.7	16.4	15.		----	16.4	14.1		----	10.2	17.0		3	9	8	46.2	30.8
GOUCHER COLLEGE		IIB	1	1	29.8	23.2	17.6	15.4	22.	24.8	19.0	14.1	12.3	5.8	6.1	6.6	7.9	32	17	20	9	51.3	59.0
HAGERSTOWN JUNIOR COLLEGE	2	III	2	2	25.1	22.0	19.3	----	16.	21.7	19.0	16.7	----	6.8	7.9	7.8	----	8	21	13	4	35.7	69.6
HARFORD COMMUNITY COLLEGE	2	III	1	1	29.5	25.7	20.4	17.4	17.	25.4	22.0	17.5	14.6	8.2	8.5	9.3	11.4	9	11	20	7	38.7	73.3
HOOD COLLEGE		IIA	5	4	27.9	21.4	16.6	13.3	13.	24.2	18.7	14.8	12.1	11.3	15.3	13.3	13.8	13	24	41	9	63.2	31.0
HOWARD COMMUNITY COLLEGE		III	2	2	----	26.5	21.3	----	17.	----	22.5	18.0	----	----	10.3	10.7		3	10	10	3	57.1	
JOHNS HOPKINS UNIVERSITY		I	1=	1	43.6	30.7	23.7	18.5	21.	35.9	25.4	19.7	15.7	8.6	11.8	13.7	9.8	249	193	198	19	16.7	51.8
LOYOLA COLLEGE	10	IIA	3	3	29.0	23.3	20.0	----	17.	24.0	19.7	17.3	----	7.5	7.6	8.6		19	37	56	3	18.6	51.7
MONTGOMERY C GERMANTOWN		III	1	1	----	----	20.4	----	18.	----	----	17.3	----	----	----			3	4	7	3	40.9	45.5
MONTGOMERY C ROCKVILLE		III	1=	1=	32.7	28.9	24.6	21.1	17.	28.2	24.6	20.8	17.7	7.3	7.4	7.3	9.8	83	94	63	12	31.7	87.7

APPENDIX I

NAME OF INSTITUTION	NOTES	(1) INST CATEGORY	(2) RATING AVG COM PROF	(2) RATING AVG SAL	(3) AVERAGE COMPENSATION BY RANK (IN THOUSANDS) PR	AO	AI	IN	(4) FRINGE BEN AS % OF SALARY	(5) AVERAGE SALARY BY RANK (IN THOUSANDS) PR	AO	AI	IN	(6) SALARY INCREASE FOR CONTINUING FACULTY (IN PERCENT) PR	AO	AI	IN	(7) NUMBER OF FULL-TIME FAC BY RANK PR	AO	AI	IN	(8) WOMEN AS % OF TOT FAC	(9) TENURED FAC AS % OF TOT FAC
MARYLAND (CONTD)																								
MONTGOMERY C TAKOMA PARK		III	1*	1*	32.8	28.2	23.2	----	17.	28.2	24.0	19.4	----	5.9	7.1	7.9	----	42	25	6	5	59.3	75.3
MORGAN STATE UNIVERSITY		IIA	2	2	32.5	25.8	21.5	17.4	17.	28.2	22.1	18.2	14.6	7.3	7.3	8.7	8.0	74	83	97	40	33.6	69.5
MOUNT SNT MARY'S COLLEGE		IIB	2	2	26.1	20.6	17.6	----	14.	23.0	18.1	15.3	----	7.2	6.6	5.9	----	10	11	22	3	16.3	53.1
PRINCE GEORGES CC	2	III	1*	1*	31.2	28.1	23.3	19.2	14.	27.1	24.4	20.8	17.4	4.6	7.1	6.5	9.5	72	103	39	18	39.5	80.3
SNT MARY'S COLLEGE OF MD		IIB	1	1	30.2	26.7	20.9	17.0	18.	25.9	22.7	17.6	14.2	9.1	8.9	8.9	10.5	9	18	21	13	27.9	24.6
SALISBURY STATE COLLEGE		IIA	2	2	34.0	27.2	22.5	17.9	17.	29.6	23.3	19.0	15.0	9.0	11.1	11.6	13.1	31	45	65	36	27.1	61.0
TOWSON STATE UNIVERSITY		IIA	1	1	33.2	28.1	24.1	18.7	17.	28.8	24.2	20.5	15.7					109	119	155	60	36.1	83.7
UNIVERSITY OF BALTIMORE		IIA	2	1	33.8	26.8	21.6		14.	30.0	23.4	18.8		9.6	9.6	11.3		30	30	63		18.3	40.5
U OF MD COLLEGE PARK CAM		I	3	3	34.6	26.0	21.1	16.2	15.	30.5	22.5	18.1	13.8	7.1	7.2	7.4	9.4	392	400	375	129	22.3	61.0
U OF MD BALT PROF SCHOOLS		I	3	4	29.9	29.2	22.8	18.9	15.	30.8	25.4	19.6	15.4	8.9	9.7	9.9	9.4	60	98	169	57	50.8	41.5
U OF MD BALTIMORE CO CAM		I	4	4	36.3	25.9	21.3	16.5	15.	32.0	22.4	18.3	14.1	9.0	9.2	9.6	7.8	38	116	75	21	22.7	65.1
U OF MD-EASTERN SHORE		IIB	2	1	----	26.1	22.3	19.4	16.	----	22.8	19.2	16.8	----	8.9	10.5	----	3	7	33	8	36.2	46.6
VILLA JULIE COLLEGE	PRA	III																						
WASHINGTON BIBLE COLLEGE		IIA	5	5	16.0	14.3	----	----	15.	13.9	12.3	----	----	11.5	----	----	13.5	6	7	4	3	20.8	
WASHINGTON COLLEGE		IIB	2	2	25.3	20.5	17.0		15.	22.9	17.8	14.9		5.1	5.8	6.3		14	18	20		14.8	74.1
WESTERN MARYLAND COLLEGE		IIB	1	1	28.4	23.4	19.6		21.	23.3	19.1	16.3		5.6	6.6	6.9		19	25	36		21.4	76.2
WOR-WIC TECH CMTY COLLEGE		III	3	3			----	----	16.			----	----			----	10.8			5	5	52.9	
MASSACHUSETTS																								
AMERICAN INTRNATL COLLEGE		IIA	5	5	24.6	19.3	16.9	----	16.	21.3	16.6	14.6	----	6.7	6.9	9.1	7.0	15	14	33	5	29.2	54.2
AMHERST COLLEGE		IIB	1*	1*	37.4	26.7	20.8		21.	31.2	22.0	17.1		11.3	10.7	11.7		65	30	49		18.6	64.1
ANNA MARIA COLLEGE		IIB	3	3		20.2	17.3		17.		17.2	14.8							12	11		40.0	33.3
ASSUMPTION COLLEGE		IIA	4	4	26.1	21.8	17.4	15.6	13.	23.0	19.0	15.4	13.7	8.0	9.1	10.4	----	18	15	33	6	13.5	66.2
ATLANTIC UNION COLLEGE		IIB	5	5	16.3	15.5	14.8	----	14.	16.3	13.6	13.0	----	7.7	7.8	8.1	8.5	13	9	15	4	38.1	31.0
BABSON COLLEGE		IIA	1	1	38.0	29.0	23.3		18.	32.8	24.3	19.7		7.3	7.9	12.6		18	20	41		12.5	46.3
BAY PATH JUNIOR COLLEGE		III	4	3	----	----	17.6	----	9.	----	----	16.1	----	----	10.7	12.4	----	3	4	10	4	50.0	58.3
BECKER JC-WORCESTER		III	5	5	----		16.5	13.6	17.	----		13.9	12.1					3		7	8	65.4	
BENTLEY COLLEGE	21	IIA	2	2	34.3	27.6	20.8	18.2	19.	28.7	22.9	17.7	15.7	7.9	7.7	8.3	7.6	31	26	43	28	15.6	35.2
BERKSHIRE CHRISTIAN C		IIB	5	5	----				----	----				----				4				12.5	87.5
BERKSHIRE CMTY COLLEGE		III	2	2	25.8	21.1	17.9	15.1	6.	24.6	19.9	17.0	13.4	1.6	7.0	6.0	7.5	16	20	19	10	37.9	74.2
BOSTON COLLEGE		I	2	2	37.0	27.8	22.0	18.0	18.	31.6	23.4	18.4	16.1	8.0	8.4	9.5	10.6	121	183	132	13	17.8	73.1
BOSTON STATE COLLEGE		IIA	2	1	29.8	24.8	21.3	18.2	6.	28.4	23.5	20.0	16.9	4.9	6.1	6.6	6.4	84	91	96	12	30.0	91.2
BRANDEIS UNIVERSITY		I	1	1	41.0	28.7	20.8	16.8	20.	34.0	24.0	17.8	14.6	7.3	8.5	8.9	10.4	130	79	76	13	18.8	67.1
BRISTOL COMMUNITY COLLEGE	2	III	2	2	26.5	21.0	18.4	15.5	8.	24.5	19.5	17.2	14.4	3.3	6.9	7.2	6.3	22	21	31	15	44.4	67.8
BUNKER HILL CMTY COLLEGE		III	4	3	23.0	19.9	17.6	14.8	8.	21.7	18.6	16.3	13.5	7.3	10.9	11.4	9.7	16	23	30	25	50.0	21.9
CAPE COD CMTY COLLEGE		III	2	2	25.9	22.2	19.1	17.4	9.	24.1	20.4	17.3	15.6	2.1	5.8	6.8	6.9	19	19	26	15	35.8	50.6
CLARK UNIVERSITY	10	I	2	2	36.0	26.3	19.1		20.	29.7	21.8	16.6		10.0	10.8	9.7		50	52	25		14.7	75.2
COLLEGE OF THE HOLY CROSS		IIA	2	2	34.0	24.9	20.5	18.7	20.	26.5	21.1	17.5	15.9	7.3	7.7	8.1	9.1	23	64	58	11	13.9	60.1
COLLEGE OUR LADY OF ELMS	LFD	IIB	3	3		21.3	18.3		20.		17.7	15.4							6	9		57.9	36.8
CURRY COLLEGE		IIB	3	3	23.1	20.2	17.2	13.9	14.	20.0	17.8	15.0	12.3	6.3	9.3	8.2	4.4	7	19	18	10	46.4	12.5
DEAN JUNIOR COLLEGE		III	4	4	----	20.3	16.1	13.2	13.	----	18.1	14.2	11.6	----	7.2	6.5	8.2	4	14	23	14	30.4	51.8
EMERSON COLLEGE		IIA	4	4	27.2	19.7	15.9	12.6	21.	22.3	16.1	13.3	11.0	3.2	2.9	5.3	----	31	14	29	8	35.4	56.1
EMMANUEL COLLEGE		IIA	5	5	----	19.8	16.6	14.2	18.	----	16.8	14.0	11.9	7.0	7.0	7.1	2.7	5	14	24	9	60.0	36.4
ENDICOTT COLLEGE		III	5	5	16.8	17.1	13.3	----	18.	19.1	14.5	11.4	----	4.5	8.8	5.6	1.8	15	8	9	5	78.9	
EPISCOPAL DIVINITY SCHOOL		IIA	2	5	25.6				80.	14.2				7.0				16				11.1	ALL
FITCHBURG STATE COLLEGE		IIA	3	2	27.2	23.0	19.8	16.7	5.	26.0	21.9	18.9	16.0	2.8	5.5	6.1	6.7	37	59	85	30	38.4	68.7
FORSYTH SCH DENTL HYGNSTS		IIA	5	5		----	----	----	22.		----	----	----			----	----			5	5	ALL	
FRAMINGHAM STATE COLLEGE		IIA	4	3	26.5	20.9	18.2	15.4	6.	25.1	19.5	17.4	14.5	11.9	15.1	15.6	10.6	46	29	58	23	45.5	78.2
FRANKLIN INST OF BOSTON		III	3	4	----	20.0	18.2	16.2	17.	----	16.9	15.4	14.3	----	13.2	11.3	13.9	5	7	16	11	2.5	
GORDON COLLEGE		IIB	2	2	24.5	20.7	17.1		17.	21.1	17.6	14.7		12.2	7.9	9.5	----	16	16	11		14.6	60.4
GORDON-CONWELL THEOL SEM		IIA	3	2	24.7	----	----		14.	21.7	----	----		6.1	7.3	----		16	5	5			76.9
GREENFIELD CMTY COLLEGE		III	3	2	23.6	20.7	17.3	14.9	8.	22.4	19.2	15.9	13.4					12	17	21	14	31.8	51.5
HAMPSHIRE COLLEGE		IIB	1	1	33.9	24.4	18.2		19.	26.8	20.6	16.0		6.0	6.7	6.5		13	28	27		39.1	
HARVARD UNIVERSITY		I	1*	1*	47.2	26.6	22.2		20.	38.6	23.2	19.3						510	132	284		10.6	55.1
HELLENIC C-HOLY CROSS SCH		IIA	4	4	22.5	----		----	10.	20.2	----		----	.5	----			8	4		3	11.1	
HOLYOKE COMMUNITY COLLEGE		III	3	2	23.5	20.4	18.2	14.6	6.	22.3	19.3	17.0	13.6	3.7	8.2	8.1	7.8	29	21	42	28	45.8	63.3
LABOURE JUNIOR COLLEGE	10	III	5	5		----	15.8		12.		----	14.1			----	4.4	----		3	12		31.6	
LASELL JUNIOR COLLEGE		III	5	5	18.0	16.1	14.4	12.3	16.	15.2	13.7	12.5	10.9	7.0	7.0	7.0	----	11	15	10	6	72.7	38.6
BECKER JC-LEICESTER		III	5	5		----		----	21.		----				----		----		4		3	21.4	
LESLEY COLLEGE		IIA	3	2	30.0	24.5	20.0	----	15.	26.4	21.1	17.5	----	7.7	6.9	7.9		8	20	18	5	65.4	13.5
MASS BAY CMTY COLLEGE		III	2	2	25.4	22.1	17.9	14.6	6.	24.4	21.1	16.9	13.6	2.9	6.3	11.1	8.9	21	18	25	15	44.6	56.6
MASS COLLEGE OF ART		IIA	3	2	28.0	22.4	19.2		9.	25.6	20.5	17.6		5.2	5.9	6.3		15	12	19		26.5	57.1
NEW ENGLAND C OPTOMETRY		IIA	4	4		----	22.9	16.5	14.		----	20.1	14.8		----	----	----		4	7	12	25.9	14.8
MASS INST OF TECHNOLOGY		I	1*	1	43.9	29.7	23.2	20.2	22.	36.0	29.3	18.9	16.2	7.1	10.9	9.3	7.9	476	220	183	40	9.5	63.4
MASS MARITIME ACADEMY		IIB	2	1	25.5	21.5	18.7		6.	24.3	20.3	17.6		----	14.7	14.1		9	20	15		2.2	67.4
MASSASOIT CMTY COLLEGE		III	3	2	23.4	20.3	17.4	13.6	7.	22.0	18.9	16.0	12.6	3.6	7.6	7.6	7.6	31	19	28	24	38.2	56.9
MERRIMACK COLLEGE	22	IIB	2	2	27.0	22.2	18.5	15.7	12.	24.2	19.6	16.5	14.4	10.8	10.0	9.2	10.7	14	38	41	12	13.2	61.3
MIDDLESEX CMTY COLLEGE		III	3	2	23.9	20.1	17.8	15.7	6.	22.6	19.0	16.8	14.7	5.3	8.6	8.4	6.4	14	18	13	21	53.0	
MOUNT HOLYOKE COLLEGE		IIB	1	1	32.5	24.9	18.4	15.6	18.	27.2	21.0	15.8	13.5	9.2	9.8	9.9	12.1	56	40	66	19	59.0	59.0
MT WACHUSETT CMTY COLLEGE		III	2	2	24.3	20.9	18.4	16.0	7.	22.9	19.6	17.1	15.1					13	16	18	7	27.6	58.6
NEW ENGLAND SCHOOL OF LAW		IIA	1	1	32.3		----		16.	27.8		----		34.0				13		4		20.0	60.0
NORTH ADAMS STATE COLLEGE		IIA	4	3	26.2	20.7	18.6	16.0	5.	25.0	19.7	17.8	15.1	12.1	13.0	13.4	13.6	23	21	38	17	17.2	66.7
NORTH SHORE CMTY COLLEGE		III	2	2	25.6	22.5	18.7	15.2	9.	23.6	20.6	17.2	13.9					26	23	31	28	23.2	61.6
NORTHEASTERN UNIVERSITY	7	IIA	2	1	28.3	26.7	20.6	15.5	17.	29.5	22.7	17.8	13.6	9.1	9.7	10.5	9.7	175	253	222	68	29.5	54.5
QUINSIGAMOND CMTY COLLEGE		III	2	2	24.5	21.4	18.5	15.1	9.	22.5	19.7	16.9	13.9	12.3	23.1	23.7	13.3	25	20	30	6	44.6	65.1
REGIS COLLEGE		IIB	3	3	----	19.5	----		12.	----	17.2	----		----	6.8	----		4	8	5		ALL	69.6
SALEM STATE COLLEGE		IIA	3	1	27.7	23.3	19.8	16.8	5.	26.6	22.3	18.7	15.9	17.9	18.1	20.3	19.5	79	66	87	20	30.2	88.9
SIMMONS COLLEGE		IIA	2	2	29.7	23.9	18.4	15.5	18.	25.1	20.0	16.2	13.6	6.6	5.8	6.8	----	42	50	44	11	56.4	61.1
SMITH COLLEGE		IIA	1	1	35.7	27.8	21.1	17.3	23.	28.7	22.1	17.8	14.8	10.2	11.1	12.8	14.9	90	68	80	20	38.8	57.0
STHESTN MASS UNIVERSITY		IIA	2	1	31.8	22.8	17.1		7.	30.0	21.3	15.8		5.1	5.9	6.9	----	93	121	76		22.7	77.0
SPRINGFIELD COLLEGE		IIA	3	4	29.3	21.5	18.1	14.3	17.	25.3	18.3	15.4	12.1	7.9	7.4	4.6	8.4	34	39	29	19	24.4	73.2
STONEHILL COLLEGE	LFD	IIB	2	2	26.4	21.5	18.7		18.	22.7	18.4	15.8		6.0	6.0	7.2		16	30	31		18.2	62.3
SUFFOLK UNIVERSITY	23	IIA	2	1	32.0	23.9	21.2	14.6	15.	28.1	20.7	18.5	12.9	8.8	11.0	13.7	22.9	66	55	45	14	20.0	37.2
TUFTS UNIVERSITY		I	2	2	39.4	28.9	21.4	18.8	18.	33.1	24.3	18.2	17.2	8.3	8.4	9.6	11.6	93	100	112	13	19.3	59.0
UNIVERSITY OF LOWELL		IIA	2	1	30.5	23.8	20.4	15.9	4.	29.6	22.9	19.5	15.0	2.7	2.7	6.9	5.7	100	142	138	33	21.3	77.7
U OF MASS AMHERST CAMPUS		I	3	2	31.4	24.4	19.8	17.3	4.	30.3	23.3	18.8	16.2	10.3	14.1	15.8	16.9	547	394	211	16	17.0	76.7
U OF MASS BOSTON CAMPUS		IIA	2	1	32.6	23.4	18.8	18.0	4.	31.8	22.6	18.0	17.3	8.8	14.9	15.9	17.6	86	141	93	7	31.3	66.0
WELLESLEY COLLEGE		IIB	1*	1*	38.0	27.9	21.9	16.4	21.	30.9	23.0	18.2	14.8	6.8	11.5	11.0	12.0	57	18	92	13	53.9	43.9
WESTERN NEW ENG COLLEGE		IIA	4	4	25.7	21.0	17.6	15.0	13.	22.5	18.4	15.7	13.2	7.5	7.5	7.5	----	15	31	28	9	15.7	53.9
WESTFIELD STATE COLLEGE		IIA	4	3	26.2	21.4	20.0	16.1	7.	25.1	20.0	18.8	15.1	5.6	5.4	7.0	8.5	22	50	60	15	33.3	74.4

APPENDIX I

NAME OF INSTITUTION	NOTES	(1) INST CATEGORY	(2) RATING AVG OVAL	(2) RATING AVG SAL	(3) AVERAGE COMPENSATION BY RANK (IN THOUSANDS) PR	AO	AI	IN	(4) FRINGE BEN AS % OF SALARY	(5) AVERAGE SALARY BY RANK (IN THOUSANDS) PR	AO	AI	IN	(6) SALARY INCREASE FOR CONTINUING FACULTY (IN PERCENT) PR	AO	AI	IN	(7) NUMBER OF FULL-TIME FAC BY RANK PR	AO	AI	IN	(8) WOMEN AS % OF TOT FAC	(9) TENURED FAC AS % OF TOT FAC
MASSACHUSETTS (CONTD)																								
WHEATON COLLEGE		IIB	1	1	30.1	24.5	17.3		15.	26.1	21.2	15.1		8.5	8.7	8.5		31	21	30		47.1	58.8
WHEELOCK COLLEGE		IIA	4	4	28.6	22.4	18.6	15.6	17.	24.0	18.8	16.1	14.6	14.0	14.4	10.7	----	9	16	16	7	66.7	31.3
WILLIAMS COLLEGE		IIB	1*	1*	35.3	24.6	19.6		19.	29.8	20.9	16.4		9.4	10.7	10.9		70	15	72		18.1	55.0
WORCESTER JUNIOR COLLEGE		III	5	5	----	----	14.0		19.	----	----	11.9		----		10.0		5	4	7		5.3	
WORCESTER POLY INSTITUTE		IIA	1	1	33.4	27.5	20.9	14.5	20.	27.7	22.6	17.9	12.8	8.3	8.0	8.4	8.6	59	64	40	9	7.4	64.6
WORCESTER STATE COLLEGE		IIA	3	2	26.6	23.6	20.3	16.7	5.	25.4	22.4	19.3	15.7	5.1	6.3	6.9	6.4	45	49	74	12	29.4	87.8
MICHIGAN																								
ADRIAN COLLEGE		IIA	4	4	24.9	22.2	18.8	15.6	20.	20.8	18.5	15.5	12.8					16	21	10	10	16.7	73.3
ALBION COLLEGE		IIB	1	1*	31.0	24.5	18.4	15.6	15.	27.1	21.2	15.9	13.7	7.2	7.3	7.2	8.1	37	36	24	14	20.7	65.8
ALMA COLLEGE		IIB	1*	1	30.8	24.7	20.6		25.	24.6	19.7	16.5		7.8	8.9	8.1		24	24	15		16.9	80.0
AQUINAS COLLEGE		IIB	1	2	27.0	22.7	19.6		18.	22.8	19.1	16.8		----	12.8	16.3		6	21	18		14.0	52.0
CALVIN COLLEGE		IIB	1*	1*	28.8	26.0	22.7	17.8	21.	23.9	21.4	18.5	14.4	8.0	10.2	9.9	13.0	105	25	46	19	14.9	58.0
CALVIN THEOLOGICAL SEM		IIA	1	1	29.5	----			16.	25.4	----			7.2	----			12	4			33.3	93.8
CTR FOR CREATIVE STUDIES		IIB	2	2	24.6	20.4	17.7	16.8	15.	21.3	17.7	15.3	14.6					8	8	12	6	18.4	
CENTRAL MICH UNIVERSITY		IIA	1	1	33.2	26.7	22.7	19.0	23.	27.0	21.7	18.4	15.4	7.7	9.1	11.3	12.9	191	178	183	40	17.5	70.2
CONCORDIA COLLEGE		III	4	5	20.9	----	15.7	13.6	26.	16.4	----	12.4	10.9	5.9	5.4	6.9	7.8	10	5	12	9	18.9	48.6
DELTA COLLEGE		III	1	1	30.6	27.2	23.5	18.8	11.	27.9	24.5	21.0	16.6	7.4	8.5	9.3	6.7	26	84	51	43	35.8	75.0
DETROIT BIBLE COLLEGE		IIB	4	4		17.0			19.		14.4				----				6			16.7	
DETROIT COLLEGE OF LAW		IIA	1*	1*	38.8	25.7			16.	33.9	21.5			9.1	10.2			15	7			10.7	50.0
DETROIT INST TECHNOLOGY		IIB	2	1	----	21.3	19.5		13.	----	18.7	17.5		----	8.5	9.3		3	18	6		29.0	61.3
EASTERN MICH UNIVERSITY		IIA	1	1	32.9	27.0	23.6	20.4	25.	26.4	21.7	18.9	16.3	4.9	6.5	7.4	8.7	204	203	140	37	27.7	82.2
FERRIS STATE COLLEGE		IIA	2	2	30.6	26.0	23.0	20.4	23.	25.1	21.2	18.6	16.4	8.2	8.4	8.4	8.8	56	151	183	76	16.4	66.5
GOGEBIC COMMUNITY COLLEGE		III	3	3				18.9	15.				16.5				10.4				42	16.7	
GRACE-BIBLE COLLEGE		IIB	5	5			----		---			----				8.0				5		11.1	77.8
GRAND RAPIDS BAPT C & SEM		IIA	5	5	19.4	17.8	14.7	11.7	14.	17.2	15.5	12.8	10.3					10	7	21	9	20.0	54.0
GRAND VALLEY ST COLLEGES		IIB	1*	1*	30.9	25.3	21.3	----	19.	26.1	21.2	17.7	----	6.8	7.3	7.3		42	117	39	3	20.1	69.1
GREAT LAKES BIBLE COLLEGE		IIB	3	5	18.1				56.	11.7								9				8.3	41.7
HILLSDALE COLLEGE		IIB	1	1	30.0	24.8	21.2	17.3	20.	24.9	20.4	17.8	14.8	14.8	14.2	13.2	12.4	10	22	15	9	19.0	55.2
HOPE COLLEGE		IIB	1	1	27.2	23.3	20.2		18.	23.1	19.7	17.0		7.1	7.6	8.3		39	53	46		11.5	70.5
KALAMAZOO COLLEGE		IIB	1*	1*	34.8	26.7	20.4	----	22.	28.3	22.1	17.0	----	8.8	6.6	11.3		29	26	22	4	18.1	68.7
LAKE MICHIGAN COLLEGE		III	2	2	27.1	23.5	20.6	17.8	16.	23.7	20.3	17.6	15.2	5.8	6.6	7.5	8.5	8	11	10	24	35.2	
LAKE SUPERIOR ST COLLEGE		IIB	1	1	29.9	26.8	22.5	17.6	23.	24.4	21.9	18.2	14.2	7.6	8.8	8.9	10.1	13	37	38	17	18.5	72.2
LANSING COMMUNITY COLLEGE		III	2	2	23.7	22.9	20.5	18.0	15.	20.9	20.0	17.9	15.5	6.5	6.7	6.8	7.5	21	38	42	50	29.7	
LAWRENCE INST TECHNOLOGY		IIB	1	1	28.2	25.0	21.8	----	21.	23.4	20.7	17.8	----	7.2	7.2	8.2		8	19	16	3	10.4	68.8
MADONNA COLLEGE	10	IIB	5	4			16.0	14.6	8.			14.9	13.4							30	36	71.8	3.8
MARYGROVE COLLEGE	10	IIA	5	5	21.4	18.4	16.1	----	14.	18.7	16.1	14.1	----	----	6.1	8.8	----	7	16	23	3	75.0	45.5
MERCY COLLEGE OF DETROIT	LFO	IIB	3	3	24.8	21.2	17.5	15.0	15.	21.5	18.0	15.5	13.3	5.5	6.5	7.9	10.6	7	21	30	17	65.1	33.7
MICHIGAN STATE UNIVERSITY	1	I	1	2	35.6	27.9	23.5	20.3	20.	29.9	23.1	19.3	16.5	7.3	7.1	9.0	9.2	980	539	451	20	15.2	77.1
MICHIGAN TECHNOLOGICAL U		IIA	1	1	35.3	27.6	22.1	18.4	22.	29.2	22.8	18.0	14.9	8.7	7.0	8.4	9.4	91	91	99	45	14.2	60.5
MONROE CO CMTY COLLEGE		III	1	1	29.2	27.0	24.9		17.	25.3	23.2	21.2		7.5	8.3	8.9		12	13	21		20.0	88.0
NAZARETH COLLEGE		IIB	5	5	----		14.5	11.9	12.	----		13.0	10.8	----		8.2	----	3		15	9	78.8	30.3
NORTHERN MICH UNIVERSITY		IIA	2	2	31.7	25.3	21.5	18.3	23.	25.9	20.4	17.4	14.7	9.7	11.7	10.9	9.8	92	109	78	32	25.7	68.9
NORTHWOOD INSTITUTE		IIB	4	5	----	16.9	17.3	12.9	18.	----	14.2	14.6	11.0	----	14.0	10.8	9.1	4	10	13	18	25.0	
OAKLAND UNIVERSITY		IIA	1	1	37.2	28.4	22.8	19.1	25.	30.1	22.4	18.1	15.2	7.8	8.9	9.6	9.5	83	111	104	39	23.7	56.1
OLIVET COLLEGE		IIA	5	5	21.7	17.7	15.5		17.	18.7	15.2	13.2		9.5	5.6	8.9		9	16	8		15.8	47.4
REFORMED BIBLE COLLEGE		IIB	4	3		17.3			10.		15.8				----				6			25.0	8.3
SACRED HEART SEMINARY C	LFO	IIB	1	2		----			---		----				----				3				
SAGINAW VLY STATE COLLEGE		IIA	2	2	29.1	25.0	21.3	20.9	22.	23.8	20.7	17.3	17.0	4.9	7.6	8.0	8.6	22	40	30	8	22.8	54.5
SHAW COLLEGE AT DETROIT		IIB	5	5		18.5	16.0	5.4	17.		16.0	14.0	4.2		10.5	7.8			8	14	12	42.5	
SIENA HEIGHTS COLLEGE	LFO	IIA	5	5		----	16.0	13.9	14.		----	14.0	12.3		----	10.5	10.3		4	19	8	38.2	
SPRING ARBOR COLLEGE		IIB	4	4	19.8	18.0	16.4	----	16.	17.4	15.4	14.0	----	3.8	4.8	5.0	----	9	16	10	4	20.5	79.5
THOMAS M COOLEY LAW SCH		IIA	1*	1*	44.2	----	27.2		16.	38.5	----	22.8		6.9	----	14.0		7	5	6		5.3	36.8
UNIVERSITY OF DETROIT	PNA	I																					
U MICHIGAN-ANN ARBOR		I	1	1	40.6	29.6	23.9	18.5	22.	33.8	24.1	19.2	16.6	7.6	8.3	8.8	10.0	882	332	350	35	19.3	74.4
U OF MICHIGAN-DEARBORN		IIA	2	2	33.6	26.4	21.8	----	23.	27.8	21.5	17.6	----	7.4	9.0	9.2		45	53	56	3	27.2	58.2
U OF MICHIGAN FLINT		IIA	2	2	32.8	26.4	22.4	----	22.	27.3	21.6	17.9	----	8.3	8.0	9.0	----	28	50	30	2	29.1	70.9
WAYNE STATE UNIVERSITY		I	2	2	37.7	29.1	22.0	16.3	19.	31.8	24.1	18.7	14.0	5.8	6.6	7.6	7.8	344	304	337	59	28.2	61.6
WESTERN MICH UNIVERSITY		I	3	4	33.2	25.8	21.6	16.5	21.	27.5	21.4	17.8	13.4	7.6	8.7	9.4	10.5	261	289	249	41	20.4	73.7
WESTERN THEOLOGICAL SEM		IIA	3	5	24.0		----		50.	16.4		----		14.3		----		6		4		8.3	58.3
MINNESOTA																							
AUGSBURG COLLEGE		IIB	2	3	24.6	20.2	17.6	----	19.	20.5	16.8	15.2	----					21	30	27	5	24.4	54.7
BEMIDJI STATE U	3	IIA	2	2	28.0	24.4	20.6	17.4	15.	24.7	21.2	17.7	14.7	1.3	6.5	5.8	6.3	57	50	62	22	17.3	72.1
BETHEL COLLEGE		IIB	2	2	26.6	21.8	18.4	16.0	19.	22.4	18.1	15.4	13.4	8.6	8.8	9.1	----	26	23	28	6	12.9	49.4
BETHEL THEOL SEMINARY		IIA	2	2	24.8	21.8			14.	21.9	18.9			8.4	----	----		8	6			5.9	ALL
CARLETON COLLEGE		IIB	1*	1*	32.8	24.6	19.4	17.8	19.	27.5	20.8	16.8	15.4	10.9	10.7	10.9	13.4	61	32	27	8	17.7	79.6
COLLEGE OF SAINT BENEDICT	LFO	IIB	3	3	21.7	21.6	18.4	15.0	16.	18.6	18.5	15.8	13.0	5.9	6.1	8.6	10.5	9	16	40	33	60.2	
COLLEGE OF SNT CATHERINE		IIB	3	2	25.5	21.0	17.4	14.0	12.	23.9	18.6	15.3	12.6	6.3	7.0	6.8	8.6	17	41	49	14	67.8	57.0
COLLEGE SAINT SCHOLASTICA	LFO	IIB	4	4		21.3	17.6	15.1	13.		18.6	15.6	13.4		7.0	8.0	7.4		7	22	19	50.9	30.2
COLLEGE OF SAINT TERESA	10	IIB	4	4	19.5	17.6	15.9	14.2	11.	17.8	15.9	14.3	12.8	6.4	7.1	7.5	8.8	15	21	22	15	53.7	50.0
COLLEGE OF SAINT THOMAS	LFO	IIA	3	3	29.5	23.9	21.2	15.9	16.	25.7	20.6	18.2	13.5	6.8	7.9	8.5	9.7	18	35	73	11	17.5	36.5
CONCORDIA C AT MOORHEAD		IIB	2	2	27.1	22.6	18.8	14.4	13.	23.9	19.9	16.7	13.1	6.5	7.3	8.1	9.2	27	44	41	29	21.1	57.8
CONCORDIA C-SAINT PAUL		IIB	2	3	23.5	21.1	19.3	16.7	20.	19.6	17.6	16.0	13.8	11.6	10.4	11.2	----	7	14	13	6	20.5	56.8
GUSTAVUS ADOLPHUS COLLEGE		IIB	1	2	29.3	22.7	18.7	15.5	20.	23.9	18.8	15.9	13.3	9.6	12.1	13.1	12.1	31	49	39	21	24.8	64.5
HAMLINE UNIVERSITY		IIB	1	1	29.0	21.4	17.8	----	22.	23.4	17.5	14.9	----	5.2	8.2	9.7	----	33	21	23	3	14.8	63.0
LUTHER THEOLOGICAL SEM		IIA	5	4	29.3	17.6	16.0		3.	19.7	17.1	15.5						18	13	7			61.5
MACALESTER COLLEGE		IIB	1	1	29.2	23.0	18.2	15.2	17.	25.0	19.5	15.7	13.3	6.9	7.1	8.2	9.3	50	28	22	15	16.5	74.8
MANKATO STATE UNIVERSITY	3	IIA	2	2	28.7	24.3	21.1	17.6	15.	25.3	21.0	18.3	14.7	6.8	7.4	7.0	6.8	176	101	133	46	25.0	76.1
METROPOLITAN STATE U	3	IIB	2	2			21.4		17.			18.3			----	----				7		36.8	47.4
MINNEAPOLIS C-ART DESIGN		IIB	2	1	26.2	22.6	19.0		13.	23.2	20.1	16.7						6	14	15		15.4	
MINNESOTA BIBLE COLLEGE		IIB	5	5	18.4				12.	12.8				8.1				8				11.1	
MOORHEAD STATE UNIVERSITY	3	IIA	2	2	29.5	24.5	21.1	17.2	14.	26.3	21.5	18.2	14.5	10.7	9.0	7.6	8.7	70	92	80	34	28.7	71.7
NORTHWESTERN COLLEGE		IIB	3	2	----	22.0	17.7		13.	----	19.3	15.8						3	7	18		19.2	
NTHWSTN LUTH THEOL SEM		IIA	5	4	20.6	----	----		4.	19.8	----	----		5.2	----			7	3	3			69.2
SAINT CLOUD ST UNIVERSITY	3	IIA	2	2	28.4	24.8	21.6	18.2	15.	25.1	21.6	18.5	15.4	6.2	7.5	7.1	7.4	163	71	132	67	19.2	70.0
SAINT JOHN'S UNIVERSITY	LFO	IIB	2	2	33.4	26.6	21.3	17.7	18.	27.2	22.1	18.1	15.3					12	21	48	8	14.1	50.0
SAINT MARY'S COLLEGE	LFO	IIB	3	2	24.0	19.6	17.8	----	15.	20.9	17.1	15.4	----	7.1	6.7	7.5	----	14	24	32	3	16.2	62.2
SAINT MARY'S JR COLLEGE	LFO	III	4	4		----	17.5	13.6	13.		----	15.5	12.1		----	8.8	7.6		3	18	11	83.3	22.2
SAINT OLAF COLLEGE		IIB	1	1	32.3	25.0	19.2	16.3	18.	26.5	20.7	16.7	14.9	7.8	8.2	9.0	9.1	48	59	57	30	23.7	61.9
SAINT PAUL BIBLE COLLEGE		IIB	4	4	----	----	15.9	----	12.	----	----	14.1	----	----	----	14.2		4	5	10	3	12.0	20.0

APPENDIX I

NAME OF INSTITUTION	NOTES	(1) INST CATEGORY	(2) RATING AVG COMP	(2) RATING AVG OM	(2) RATING AVG PS	(3) AVERAGE COMPENSATION BY RANK (IN THOUSANDS) PR	AO	AI	IN	(4) FRINGE BEN AS % OF SALARY	(5) AVERAGE SALARY BY RANK (IN THOUSANDS) PR	AO	AI	IN	(6) SALARY INCREASE FOR CONTINUING FACULTY (IN PERCENT) PR	AO	AI	IN	(7) NUMBER OF FULL-TIME FAC BY RANK PR	AO	AI	IN	(8) WOMEN AS % OF TOT FAC	(9) TENURED FAC AS % OF TOT FAC
MINNESOTA (CONTD)																									
STHWST STATE UNIVERSITY	3	IIB	1	1	26.4	22.7	20.5		16.	23.0	19.6	17.6		6.2	6.4	8.1		34	30	29		10.5	77.9
UNITED THEOLOGICAL SEM		IIB	2	2	20.9				19.	17.5				6.7				8				10.0	ALL
U OF MINN MNPLS SNT PAUL		I	1	2	38.6	28.9	23.8	20.1	24.	31.4	23.1	18.8	15.7	8.5	8.4	11.4	12.2	817	681	486	114	17.8	71.8
U OF MINNESOTA DULUTH		IIA	1	2	36.2	28.7	22.9	19.9	26.	29.3	23.0	18.1	15.5	5.5	7.1	9.3	11.4	68	96	109	39	20.3	64.9
U OF MINNESOTA MORRIS		IIB	1	1	25.1	27.0	21.3	18.1	26.	28.3	21.5	16.7	14.1	6.5	7.1	8.3	9.2	19	24	32	16	18.9	69.2
U OF MINN TECH C-WASECA		III	1	2		27.2	23.7	21.4	27.		21.6	18.7	16.7		11.1	14.5	13.8		7	19	12	16.7	38.1
U MINN TECH COL CROOKSTON		III	1	2		26.9	23.7	20.5	27.		21.4	18.7	16.0		15.0	13.4	10.0		10	29	16	25.4	50.8
WM MITCHELL COLLEGE LAW		IIA	1	1*	32.1		----		14.	28.3		----						14		5		8.7	52.2
WINONA STATE UNIVERSITY	3	IIA	3	3	27.4	23.7	21.0	18.1	16.	24.0	20.5	17.9	15.3	6.3	8.9	12.2	13.7	53	49	67	31	27.0	67.5
MISSISSIPPI																							
ALCORN STATE UNIVERSITY		IIA	5	5	23.6	20.6	17.4	13.7	8.	21.9	19.1	16.1	12.6	5.4	5.6	6.0	5.9	10	27	46	51	43.2	22.3
BELHAVEN COLLEGE		IIB	4	4	----	18.7	14.5		16.	----	16.0	12.8		----	----	4.6		5	8	12		40.7	63.0
BLUE MOUNTAIN COLLEGE		IIB	5	5	----	----	12.1		12.	----	----	11.0		----	5.0	6.0		3	5	14		56.0	48.0
DELTA STATE UNIVERSITY		IIA	4	4	24.7	19.8	17.7	15.7	8.	22.9	18.3	16.3	14.4	6.7	7.2	6.8	5.7	36	34	58	28	30.6	33.1
JACKSON STATE UNIVERSITY		IIA	4	3	24.2	23.0	20.1	16.4	8.	22.5	23.4	18.6	15.1	5.1	5.9	7.6	7.9	49	81	133	67	40.9	35.2
MILLSAPS COLLEGE		IIB	2	2	25.2	20.5	17.0		17.	21.4	17.4	14.8		5.2	8.6	3.1		20	13	19		11.3	69.8
MISSISSIPPI ST UNIVERSITY		I	5	4	28.0	22.3	18.9	14.5	8.	26.7	20.7	17.4	13.3	7.5	8.5	9.8	9.6	287	210	187	36	15.1	68.4
MISS VLY ST UNIVERSITY		IIA	5	5	22.4	20.2	16.3	13.4	9.	20.8	18.6	15.0	12.3	6.1	7.2	6.5	7.2	20	30	60	38	32.5	23.8
REFORMED THEOLOGICAL SEM		IIA	4	4	22.7	----	----		21.	18.8	----	----		8.8	----	----		10	3	3			ALL
RUST COLLEGE		IIB	5	5			32.8	12.5	14.			11.2	11.0			2.3	5.8			11	11	32.1	3.6
TOUGALOO COLLEGE		IIB	5	5	----	16.3	15.0	12.5	12.	----	14.5	13.4	11.2	----	7.1	7.9	6.9	5	12	23	23	38.8	23.9
U OF MISSISSIPPI MAIN CAM		I	5	4	29.3	23.4	18.3	12.9	8.	27.4	21.7	16.9	11.8	6.8	8.6	8.7	8.9	130	110	133	41	16.3	54.3
U OF SOUTHERN MISSISSIPPI		I	5	5	26.8	22.0	18.1	14.9	8.	25.0	20.3	16.6	13.7	8.8	10.5	9.3	7.1	122	185	192	38	28.7	36.3
WESLEY COLLEGE		IIB	5	5			----		---			----				----				4		ALL	50.0
WILLIAM CAREY COLLEGE		IIA	5	5	19.0	15.3	14.0	----	13.	16.6	13.5	12.6	----	1.6	3.3	3.7	----	11	11	21	4	49.0	33.3
MISSOURI																							
ASSEMBLIES GOD GRAD SCH		IIA	2	2	----	----			14.	----	----					----		3	3				28.6
AVILA COLLEGE	LFO	IIB	3	3	----	22.2	17.9	13.6	13.	----	19.7	15.9	12.2	----	7.8	6.4	9.2	3	18	29	10	56.5	1.6
BAPTIST BIBLE COLLEGE		IIB	5	5	15.0				14.	13.1				1.2				50				52.0	
CALVARY BIBLE COLLEGE		IIA	5	5		----	----	----	9.		----	----	----						4	4	3	8.3	
CARDINAL NEWMAN COLLEGE		IIB	5	5			15.5		18.			13.1								6		12.5	
CENTRAL BIBLE COLLEGE		IIB	5	5		----	16.0	12.2	18.		----	13.5	10.5		----	11.3	15.4		5	12	6	29.6	59.3
CENTRAL METHODIST COLLEGE		IIB	4	4	21.8	17.6	15.7	13.9	13.	19.2	15.4	14.0	12.6	8.3	6.6	8.8	9.1	13	15	20	10	25.9	46.6
CENTRAL MO ST UNIVERSITY		IIA	4	3	25.7	22.4	19.0	14.7	8.	24.0	20.8	17.6	13.5	7.1	7.8	8.2	10.1	85	110	162	73	23.2	62.6
COLUMBIA COLLEGE		IIB	3	3	22.5	19.4	16.7	14.5	11.	20.6	17.5	15.0	13.0	----	3.9	5.9	4.2	10	13	17	8	46.9	67.3
CONCORDIA SEMINARY		IIA	4	5	22.5	20.1	----		17.	15.7	13.4	----		7.8	8.8	----		12	13	5			51.6
CHRIST SEMINARY-SEMINEX		IIA	3	3	22.0	----			14.	19.5	----			.5	----			10	5				
COVENANT THEOLOGICAL SEM		IIA	2	1	25.5				9.	23.5				8.8				7					66.7
CULVER-STOCKTON COLLEGE		IIB	3	3	22.8	18.7	16.1		15.	19.9	16.4	13.9		64.0	7.3	8.8	----	12	6	14		20.6	64.7
EDEN THEOLOGICAL SEMINARY		IIA	3	3	21.9	----			15.	19.1	----			6.7				9	1				90.0
EVANGEL COLLEGE		IIB	4	4	22.7	20.3	15.5	13.5	16.	19.7	17.6	13.3	11.6	7.6	9.1	8.0	----	10	13	31	11	27.9	42.6
HARRIS STOWE STATE C		IIB	2	2		----	----	20.0	16.	----	----	----	17.2	----	----	----	11.1	3	3	5	14	56.7	83.3
KANSAS CITY ART INSTITUTE		IIB	2	2	24.4	18.4	16.0		13.	21.6	16.4	14.3		7.6	8.8	9.0		15	10	13		21.7	56.5
KANSAS CITY C OSTEO MED		IIA	1*	1*	32.3				69.	27.8				7.0	9.0	11.0	9.0	8				1.9	
KEMPER MILITARY SCH AND C		III	5	5	----				---	----				----				3					ALL
LINCOLN UNIVERSITY		IIA	5	5	22.9	20.8	16.4	14.7	9.	21.2	19.2	15.0	13.4	6.5	12.8	14.5	12.4	14	19	55	31	33.3	37.4
THE LINDENWOOD COLLEGES		IIA	5	5	----	18.0	15.6		15.	----	15.4	13.7		----		1.6		3	18	20		45.8	50.0
LOGAN C OF CHIROPRACTIC		IIA	5	5		----	----	15.5	13.		----	----	13.9			----	----		3	3	6	12.5	12.5
MARYVILLE C-SAINT LOUIS		IIB	3	3	23.8	19.4	16.6	14.0	11.	21.5	17.2	15.2	12.9	6.4	10.0	9.8	11.1	11	14	14	8	55.9	27.1
MISSOURI BAPTIST COLLEGE		IIB	4	4	----	----	----	----	15.	----	----	----	----					4	3	4	3	30.0	
MISSOURI STHN ST COLLEGE		IIB	3	2	25.2	22.3	19.2	15.7	9.	23.4	20.6	17.7	14.4	6.7	6.3	7.2	9.0	12	30	57	41	23.8	56.5
MISSOURI VALLEY COLLEGE		IIB	5	5	----	15.8	14.6	----	12.	----	14.1	12.9	----					5	8	7	3	20.0	56.7
MISSOURI WSTN ST COLLEGE		IIB	3	2	24.7	21.6	18.6	14.7	8.	23.0	20.0	17.2	13.5	9.6	13.8	14.9	15.4	17	33	60	26	26.8	52.9
NAZARENE THEOLOGICAL SEM		IIA	3	5	22.6	----			55.	14.8	----			5.9	----	----		10	3				46.7
NTHEST MO ST UNIVERSITY		IIA	4	3	26.8	23.6	19.5	15.1	8.	24.9	21.9	17.9	13.8	7.0	7.2	8.0	9.1	52	52	93	37	26.7	63.1
NTHWST MO ST UNIVERSITY		IIA	4	3	25.8	21.5	18.3	15.2	9.	24.0	19.8	16.8	13.9	6.9	4.2	8.2	7.6	49	60	87	34	23.3	66.7
SAINT LOUIS U-PARKS C	25	IIB	3	2	23.7	20.3	16.6	13.9	10.	21.3	18.2	15.1	13.0	10.1	7.3	9.5	6.0	10	8	8	10	17.1	61.0
ROCKHURST COLLEGE	LFO	IIB	3	2	25.2	19.8	17.8	13.3	10.	22.6	17.6	16.4	12.3	7.0	7.1	8.6	----	11	14	26	7	29.0	48.4
SNT LOUIS COLLEGE OF PHAR		IIB	1	1	----	----	20.8	----	13.	----	----	18.5	----	----	4.1	7.8	----	4	5	16	3	28.1	34.4
SAINT LOUIS U MAIN CAMPUS	24	I	5	4	29.2	22.3	18.6	16.2	10.	26.4	20.1	17.2	15.0	9.6	8.7	9.7	13.0	147	120	91	49	33.2	69.5
SNT PAUL SCH OF THEOLOGY		I	4	4	25.3				15.	21.9				23.4	----			12				11.8	82.4
SCHOOL OF THE OZARKS		IIB	3	3	22.3	18.9	15.9		14.	19.5	16.5	14.2		10.4	10.1	11.3		15	23	17		24.2	66.1
STHEST MO ST UNIVERSITY		IIA	4	3	28.1	23.1	19.2	15.2	9.	26.2	21.4	17.6	13.9	5.5	7.1	7.0	9.5	80	76	117	106	25.6	45.9
SOUTHWEST BAPTIST COLLEGE		IIB	4	4	22.3	----	15.8	13.6	17.	19.2	----	13.4	11.5					14	3	33	17	25.7	51.4
STHWST MO ST UNIVERSITY	26	IIA	4	3	26.6	21.5	18.7	15.0	8.	24.8	19.9	17.2	13.7	8.0	9.0	10.4	11.6	131	110	120	104	27.0	65.5
TARKIO COLLEGE	9	IIB	5	5		----	14.2	13.5	17.		----	12.2	11.6		----	6.2			5	13	7	17.2	20.7
U OF MISSOURI-COLUMBIA		I	4	3	30.3	24.2	20.2	17.8	8.	28.3	22.3	19.5	15.9	7.1	7.7	8.3	8.3	396	280	218	77	16.8	71.2
U OF MISSOURI-KANSAS CITY		I	4	3	30.3	24.6	20.2	14.9	8.	28.4	22.8	18.5	13.5	6.7	7.5	7.9	7.6	171	142	135	26	19.2	66.7
U OF MISSOURI-ROLLA		I	3	2	30.3	24.4	19.8	----	8.	28.3	22.6	18.1	----	7.1	7.7	8.2	7.7	133	111	46	3	3.0	82.4
U OF MISSOURI-SAINT LOUIS		I	5	4	32.4	24.7	19.8	14.9	8.	30.5	22.7	18.2	13.5	7.4	7.8	8.4	7.5	69	116	103	47	21.9	59.4
WASHINGTON UNIVERSITY		I	2	2	36.6	26.5	22.0	17.0	18.	30.7	22.7	18.8	14.5	6.8	7.5	9.0	7.7	254	149	122	15	12.9	69.5
WEBSTER COLLEGE		IIA	4	4	23.4	20.5	17.9	----	16.	20.3	17.7	15.5	----	2.8	3.5	5.0	4.9	16	23	26	4	45.7	30.0
WESTMINSTER COLLEGE		IIB	3	3	23.4	18.2	15.3	12.7	14.	20.1	15.7	13.7	11.9	5.9	8.5	7.3	13.8	16	13	13	10	10.9	56.4
WILLIAM WOODS COLLEGE		IIB	4	4	21.7	18.6	15.0	12.6	15.	18.2	16.2	13.1	11.2	6.2	6.9	8.5	14.8	11	13	19	17	53.3	46.7
MONTANA																							
CARROLL COLLEGE	LFO	IIB	3	3	25.5	19.9	16.6	14.2	13.	22.5	17.5	14.6	13.0					7	14	27	6	35.0	43.3
COLLEGE OF GREAT FALLS	LFO	IIB	4	4	22.0	17.7	15.4		18.	19.3	15.5	13.6		5.3	8.1	7.7	----	7	8	16		18.9	59.5
MONTANA C MINRL SCI-TECHN		IIA	2	2	28.9	24.5	20.5		16.	25.0	21.2	17.6		6.4	7.4	8.0		12	25	18		8.6	60.3
MONTANA STATE UNIVERSITY		I	5	5	28.4	23.7	19.5	16.8	16.	24.7	20.4	16.7	14.3	6.7	7.3	7.9	8.1	174	153	154	36	19.6	57.9
NORTHERN MONTANA COLLEGE		IIA	3	4	25.4	22.2	20.3	18.9	16.	21.9	19.1	17.5	15.4	3.7	5.1	6.0	4.8	16	24	6	20	20.6	70.6
ROCKY MOUNTAIN COLLEGE		IIB	5	5	21.4	16.7	12.9	----	15.	18.0	14.3	11.4	----	8.4	8.6	----	----	8	8	29	4	14.8	33.3
UNIVERSITY OF MONTANA		I	4	5	27.4	22.0	19.2	17.6	16.	23.8	18.9	16.4	15.3	7.7	8.6	9.6	----	165	139	81	6	13.3	80.2
WESTERN MONTANA COLLEGE		IIA	4	4	26.6	24.4	18.8		16.	23.0	21.0	16.1		6.6	7.6	5.6	----	6	7	20		15.8	65.8
NEBRASKA																							
BELLEVUE COLLEGE		IIB	5	5		----	12.8		14.		----	11.3							3	23		20.7	
CHADRON STATE COLLEGE		IIA	4	4	25.8	21.5	19.3	14.7	13.	22.9	19.0	17.1	12.9	9.5	9.0	9.8	10.1	23	24	15	17	11.9	77.4
COLLEGE OF SAINT MARY		IIB	5	5	----	----	13.7	13.3	8.	----	----	12.9	12.2		----	6.0	5.8	3	3	6	13	81.8	18.2
CONCORDIA TCHRS COLLEGE		IIA	4	4	23.3	20.7	16.5	----	17.	19.9	17.6	14.0	----	2.9	4.8	5.2	----	23	39	24	5	16.1	74.2
CREIGHTON UNIVERSITY		IIA	3	2	29.9	24.2	18.7	16.6	11.	27.9	21.8	16.9	15.0	7.5	8.9	8.5	11.1	48	85	114	18	23.6	49.8

APPENDIX I

NAME OF INSTITUTION	(1) NOTE	(1) INST CATEGORY	(2) RATING AVG COM	(2) RATING AVG PAL	(3) AVERAGE COMPENSATION BY RANK (IN THOUSANDS) PR	AO	AI	IN	(4) FRINGE BEN AS % OF SALARY	(5) AVERAGE SALARY BY RANK (IN THOUSANDS) PR	AO	AI	IN	(6) SALARY INCREASE FOR CONTINUING FACULTY (IN PERCENT) PR	AO	AI	IN	(7) NUMBER OF FULL-TIME FAC BY RANK PR	AO	AI	IN	(8) WOMEN AS % OF TOT FAC	(9) TENURED FAC AS % OF TOT FAC
NEBRASKA (CONTD)																								
DANA COLLEGE		IIB	3	3	21.6	18.5	17.4	----	16.	18.4	15.9	15.1	----	5.8	6.7	9.9	----	8	11	9	3	15.2	69.7
DOANE COLLEGE		IIB	4	4	----	19.2	16.2	13.8	13.	----	17.0	14.3	12.3	6.6	7.0	8.8	7.4	5	10	14	8	19.0	47.6
HASTINGS COLLEGE		IIB	3	3	22.9	19.5	17.2	14.4	15.	20.0	16.9	14.9	12.6	6.6	6.9	7.1	----	12	16	17	9	16.1	51.8
KEARNEY STATE COLLEGE		IIA	4	4	24.7	20.6	18.0	15.1	13.	21.8	18.2	15.9	13.3	8.1	9.7	8.7	8.4	84	50	63	35	17.5	77.8
MIDLAND LUTHERAN COLLEGE		IIB	4	4	22.5	19.9	15.7	13.9	13.	19.7	15.7	13.7	12.6	5.9	5.9	5.6	7.0	6	6	20	17	39.6	41.5
NEBR WESLEYAN UNIVERSITY		IIB	3	3	21.3	18.2	15.5	----	13.	18.6	16.0	13.8	----	6.9	6.8	6.4	----	21	22	29	3	22.8	73.4
PERU STATE COLLEGE		IIB	3	3	----	22.1	18.8	15.3	14.	----	19.5	16.5	13.4		9.4	10.5	9.3	3	9	18	12	18.8	52.1
U OF NEBRASKA-LINCOLN	27	I	4	4	30.8	24.0	20.0	13.2	13.	27.4	21.1	17.5	11.4	7.7	7.9	8.5	6.0	483	367	268	105	16.5	63.5
U OF NEBRASKA AT OMAHA		IIA	3	2	29.0	23.8	19.6	16.9	14.	25.7	21.0	17.1	14.7	6.8	8.2	9.2	10.2	105	118	128	31	21.1	47.7
WAYNE STATE COLLEGE		IIA	5	4	25.5	21.5	18.3	14.6	14.	22.5	19.0	16.1	12.8	2.9	3.7	7.6	7.5	14	21	27	26	26.7	48.9
YORK COLLEGE		III	5	5		----	13.3		14.		----	11.7				16.9			3	9		6.3	37.5
NEVADA																								
U OF NEVADA RENO	2	I	3	2	32.8	26.0	21.3		12.	29.4	23.1	18.8		8.9	12.1	10.0	----	122	121	64		18.7	73.2
U OF NEVADA LAS VEGAS	2	IIA	1	1	32.5	25.9	21.6	----	12.	29.1	23.1	19.1	----	7.8	9.8	8.3	----	67	127	65	5	17.8	70.0
NEW HAMPSHIRE																								
COLBY-SAWYER COLLEGE		IIB	3	4	24.4	19.5	16.3	13.4	18.	20.8	16.5	13.8	11.3	5.9	5.6	6.6	5.9	9	18	20	8	45.5	58.2
DARTMOUTH COLLEGE		I	2	3	39.0	26.5	20.6	16.7	22.	30.8	22.0	17.8	14.8	7.2	9.7	9.8	9.9	136	57	130	10	18.5	52.5
FRANKLIN PIERCE COLLEGE		IIA	5	4	21.5	19.1	14.7		15.	18.7	16.6	12.9		9.7	9.0	6.4		14	18	8		8.3	75.0
FRANKLIN PIERCE LAW CTR		IIA	1*	1*	35.6	----			14.	31.1	----				----			10	3			12.5	62.5
U OF NH KEENE ST COLLEGE		IIA	5	5	24.4	20.2	16.7	14.9	17.	20.6	17.1	14.4	12.9					23	37	61	13	25.0	55.1
NEW ENGLAND COLLEGE		IIB	2	2	24.2	20.5	17.3	----	14.	21.3	17.9	15.5	----	7.8	7.9	7.6	----	17	37	23	3	22.6	22.6
NEW HAMPSHIRE COLLEGE		IIA	3	1	----	24.0	21.9	----	20.	----	20.2	18.1	----	----	7.5	8.7	----	5	15	20	4	20.4	18.4
NH VOC-TECH C CLAREMONT		III	5	5	----	17.4	14.6	----	11.	----	15.6	13.1	----	----	11.0	10.1	15.6	4	6	10	3	48.4	96.8
NH VOC-TECH C LACONIA		III	4	4	----	16.9	14.8		12.	----	15.1	13.2		6.7	6.8	----		5	8	6		9.5	85.7
NH VOC-TECH C MANCHESTER		III	4	3	19.7	17.0			19.	18.9	15.4							10	11			8.0	
NH VOC-TECH C NASHUA		III	4	3	18.6	----			10.	16.9	----			7.5	----	----	----	12	5			20.0	92.0
NH VOC-TECH C PORTSMOUTH		III	5	4		16.4			10.		14.8				----				7			22.2	77.8
NOTRE DAME COLLEGE	LFO	IIB	5	5	----		----		10.	----		----		----		----	----	3		4		37.5	
U NH PLYMOUTH ST COLLEGE		IIA	3	3	28.7	23.4	19.6	16.2	20.	24.2	19.5	16.2	13.3	9.7	9.1	7.7	10.1	27	65	54	11	19.7	71.5
RIVIER COLLEGE		IIA	5	5		17.9	15.9	13.6	13.		15.9	13.2	12.9		7.8	7.4	8.4		13	14	10	73.2	19.6
SAINT ANSELM'S COLLEGE	PRA	IIB																						
U OF NEW HAMPSHIRE	7	I	4	4	33.1	26.0	20.5	17.9	18.	28.3	21.9	17.0	15.3	8.3	9.0	10.3	9.7	125	173	135	18	20.6	66.8
NEW JERSEY																								
ATLANTIC CMTY COLLEGE		III	1	1	29.0	25.6	23.4	17.1	19.	24.5	21.5	19.6	14.0	4.7	9.3	9.3	11.1	8	35	47	15	34.9	76.4
BERGEN COMMUNITY COLLEGE		III	1*	1	35.0	30.9	26.0	20.7	19.	29.7	26.0	21.5	17.0					24	63	79	26	43.8	82.8
BLOOMFIELD COLLEGE		IIB	1	1	27.9	22.8	19.6	----	21.	23.2	18.9	16.1	----	7.5	8.0	10.8	----	13	13	15	4	27.5	54.9
BROOKDALE CMTY COLLEGE		III	1	1	35.0	29.9	24.6	18.6	19.	30.0	25.3	20.6	15.3	7.3	7.1	8.2	6.7	21	46	45	33	34.5	74.5
CALDWELL COLLEGE		IIB	5	5	----	16.1		----	13.	----	14.3		----					3	11		5	56.0	64.0
CAMDEN COUNTY COLLEGE		III	1	1	30.3	26.8	22.7		18.	26.1	22.9	19.2		7.5	7.5	7.5	----	12	21	65		30.7	87.1
CENTENARY COLLEGE		IIB	4	4	22.5	----	17.0	13.9	16.	19.0	----	14.7	12.0	12.3	----	15.9	12.8	9	3	13	18	55.6	33.3
COLLEGE OF SNT ELIZABETH		IIB	5	5		----	13.5		14.		----	12.1			----	----	----		4	6		72.2	22.2
COUNTY COLLEGE OF MORRIS		III	1	1	32.3	27.6	22.9	18.3	18.	27.6	23.3	19.3	15.5	4.3	5.8	7.1	9.7	26	46	71	45	41.5	72.9
CUMBERLAND COUNTY COLLEGE		III	2	2	27.8	24.3	23.4	19.1	20.	23.5	20.4	19.6	15.7					6	8	19	20	28.6	85.7
DREW UNIVERSITY		IIA	1	1	33.4	26.1	20.7	17.1	22.	27.5	21.3	16.9	15.0	7.2	9.5	9.8	9.1	40	33	26	9	26.4	68.2
ESSEX COUNTY COLLEGE	2	III	1	1	36.6	30.3	25.5	20.2	17.	31.7	26.0	21.6	16.9	8.2	8.1	8.1	10.7	14	70	70	38	37.9	81.5
FELICIAN COLLEGE	10	IIB	5	5	----	16.3	14.7	13.4	10.	----	14.9	13.3	12.2	----	2.3	4.8	7.1	4	10	18	19	86.5	
GEORGIAN COURT COLLEGE	LFO	IIB	2	2	24.4	20.9	18.2	15.7	14.	21.7	18.3	15.9	13.6	9.4	----	11.0	9.5	8	6	7	7	56.3	25.0
GLASSBORO STATE COLLEGE		IIA	1	1	34.6	27.9	22.4	17.2	18.	29.7	23.7	18.9	14.3	9.9	10.8	8.6	11.5	108	88	147	28	28.0	87.9
GLOUCESTER COUNTY COLLEGE		III	1	1	----	25.5	23.2	21.5	19.	----	21.5	19.5	18.1		7.0	7.9	8.5	3	20	29	14	28.8	89.4
MERCER CO CMTY COLLEGE		III	2	1	29.8	25.6	22.3	17.3	19.	25.6	21.5	18.8	14.4	7.8	7.9	8.1	8.6	10	43	48	20	27.6	80.5
MIDDLESEX COUNTY COLLEGE		III	1	1	32.7	29.2	24.0	18.9	20.	27.7	24.5	19.9	15.5	8.6	8.7	9.2	9.7	26	57	81	36	40.8	85.9
MONMOUTH COLLEGE		IIA	2	2	29.5	25.0	20.8		17.	25.6	21.3	17.6		8.0	8.4	8.2		38	60	40		14.2	76.6
MONTCLAIR STATE COLLEGE		IIA	2	2	34.6	27.8	22.2	17.6	18.	29.5	23.6	18.9	15.0	4.0	6.0	5.0	12.1	92	138	209	48	34.3	78.6
NEW BRUNSWICK THEOL SEM		IIA	5	5	15.9				33.	12.0								7					87.5
NTHESTN BIBLE COLLEGE		IIB	5	5		15.3			16.		13.1								6			18.2	36.4
OCEAN COUNTY COLLEGE		III	1	1	31.6	28.5	21.7	17.5	18.	27.0	24.1	18.3	14.8	8.0	8.6	9.0	8.6	9	39	24	14	37.5	78.4
PASSAIC CO CMTY COLLEGE		III	3	4	31.1	----	19.6	15.2	19.	26.7	----	16.4	12.7	18.0	----	----	14.5	8	3	14	40	64.4	10.2
PRINCETON THEOLOGICAL SEM		IIA	1	1	28.9		----	18.1	29.	29.5		----	15.4	7.0	9.4	----	9.2	20		5	6	18.9	64.9
PRINCETON UNIVERSITY		I	1	1	41.4	27.1	20.6	16.2	19.	34.3	22.8	17.7	14.4	7.0	8.2	7.3	8.3	301	52	196	30	11.2	61.0
RAB COLLEGE OF AMERICA		IIB	5	4	----	----			5.	----	----			----	----			5	5				
RAMAPO C OF NEW JERSEY		IIB	1	1*	31.4	25.9	21.1		19.	26.5	21.8	17.7		7.6	7.5	7.2	----	28	55	57		25.5	79.4
STOCKTON STATE COLLEGE		IIB	2	2	31.8	25.0	19.9	16.4	19.	27.2	21.1	16.7	13.8	7.0	7.3	11.0	8.6	15	49	59	40	26.4	35.6
RIDER COLLEGE		IIA	2	2	32.3	25.7	21.2	17.7	17.	27.6	21.7	18.3	15.5	1.5	7.9	7.8	7.8	32	78	65	9	12.0	63.6
RUTGERS U CAMDEN CAMPUS	9	IIA	1	1	41.0	29.1	21.9	16.4	17.	35.9	25.0	18.5	13.7					29	66	68	20	29.3	47.9
RUTGERS U NEWARK CAMPUS	9	I	2	1	44.4	30.1	22.2	16.7	16.	36.3	25.9	18.8	14.0					111	115	108	21	35.2	58.7
RUTGERS U NEW BRUNSWICK	9	I	2	2	40.9	29.6	20.8	16.4	16.	35.8	25.5	17.5	13.7					449	338	505	93	27.1	58.6
SAINT PETERS COLLEGE	LFO	IIB	1	2	27.8	22.6	18.8	----	20.	23.4	18.9	15.6	----	4.6	4.4	4.3	----	25	55	35	4	14.0	66.9
SALEM COMMUNITY COLLEGE		III	3	4		23.4		17.5	20.		19.7		14.5		8.0		5.8		6		20	43.2	43.3
SETON HALL UNIVERSITY		IIA	2	2	31.3	24.9	19.7	15.8	18.	26.4	20.6	16.8	14.2	4.1	6.0	6.2	6.1	81	91	107	36	36.3	67.7
SOMERSET COUNTY COLLEGE		III	1	2	----	27.4	22.1	19.2	21.	----	22.9	18.2	15.8					4	16	36	16		
TRENTON STATE COLLEGE		IIA	1	1	36.2	29.5	23.4	18.5	21.	30.2	24.4	19.3	15.4	5.5	9.1	8.6	10.6	83	103	149	40	28.3	80.5
UNION COLLEGE		III	1	2	33.5	26.8	19.5	16.9	24.	27.5	21.6	15.4	13.4	7.5	7.5	7.5	7.5	15	40	24	11	41.3	66.3
UPSALA COLLEGE		IIA	3	4	28.0	23.1	17.9	----	19.	23.5	19.2	15.0	----	6.9	7.0	6.8	6.0	18	17	21	4	26.2	72.1
WESTMINSTER CHOIR COLLEGE		IIA	4	5	23.5	20.9	17.5	----	18.	19.8	17.8	14.6	----	10.3	11.0	10.9	----	9	11	11	5	26.3	57.9
WILLIAM PATERSON COLLEGE		IIA	1	1	34.0	27.8	22.1	17.6	20.	28.5	23.2	18.3	14.7	7.1	8.6	7.7	7.4	98	111	143	28	37.1	68.2
NEW MEXICO																								
COLLEGE OF SANTA FE		IIB	4	4	----	16.9	14.4		12.	----	15.1	12.8		----	6.9	7.4		3	23	16		32.6	37.0
EASTERN NM U MAIN CAMPUS		IIA	2	2	30.4	25.3	21.2	18.1	15.	26.6	22.0	18.4	15.7	6.0	6.9	7.5	----	42	48	48	11	20.1	71.1
NEW MEXICO HIGHLANDS U		IIA	4	4	25.9	22.9	19.1	11.7	15.	22.4	20.0	16.6	10.0	7.7	7.8	7.2	7.4	22	22	61	11	18.3	46.7
NM INST OF MINING & TECHN		I	3	3	30.2	25.1	19.7		13.	26.9	22.2	17.4		7.1	7.1	8.9		27	26	17		5.4	64.9
NEW MEXICO MILITARY INST		III	3	3	----	21.9	18.9	15.2	15.	----	19.1	16.5	13.2					4	11	19	13	5.8	55.8
NM STATE U MAIN CAMPUS		I	4	4	32.5	24.8	19.9	15.7	16.	28.3	21.3	17.1	13.4	6.9	7.1	7.1	9.0	154	119	148	23	18.0	56.3
UNIVERSITY OF ALBUQUERQUE	LFO	IIB	5	4	----	17.3	13.9		10.	----	15.5	12.9						3	26	24		61.3	72.6
U OF NM MAIN CAMPUS		I	3	3	32.8	24.6	20.0	16.5	14.	28.9	21.5	17.4	14.2	6.9	6.7	7.6	7.9	261	227	201	24	21.1	66.2
WESTERN NM UNIVERSITY		IIA	2	2	31.0	26.3	20.5		16.	27.1	22.8	17.6		----	7.3	7.3		6	18	26		18.5	64.8
NEW YORK																								
ACADEMY OF AERONAUTICS		III	4	5	20.6	17.6	15.3	13.6	21.	17.1	14.6	12.5	11.2	5.6	12.9	7.0	8.1	6	20	8	12	4.2	64.6
ADELPHI UNIVERSITY	2	I	3	3	35.5	27.0	22.0	18.7	16.	30.4	23.1	19.1	16.6	8.1	8.1	8.0	8.1	100	128	134	15	38.7	63.6
ADIRONDACK CMTY COLLEGE		III	2	2	28.2	23.8	18.2	15.7	22.	23.1	19.5	15.1	12.9	9.6	10.1	11.5	13.5	12	26	13	14	23.1	78.5

APPENDIX I

NAME OF INSTITUTION	(1) NOTES	INST CATEGORY	(2) RATING AVG COMP	AVG OAL	(3) AVERAGE COMPENSATION BY RANK (IN THOUSANDS) PR	AO	AI	IN	(4) FRINGE BEN AS % OF SALARY PR	(5) AVERAGE SALARY BY RANK (IN THOUSANDS) AO	AI	IN	SALARY INCREASE FOR CONTINUING FACULTY (IN PERCENT) PR	AO	AI	IN	(7) NUMBER OF FULL-TIME FAC BY RANK PR	AO	AI	IN	(8) WOMEN AS % OF TOT FAC	(9) TENURED FAC AS % OF TOT FAC
N E W Y O R K (CONTD)																							
ALBANY BUSINESS COLLEGE		IIA	5	5	----		----		14.	----		----	----		7.6		3		4		46.2	
ALBANY COLLEGE PHARMACY		IIB	1*	1*	32.5	27.8	----		21.	27.0	22.9	----	6.4	----	7.1	----	8	7	4		15.4	57.7
ALBANY LAW SCHOOL		IIA	1*	1*	42.2	33.6			24.	34.4	26.8		14.7	22.4	----		12	7			16.0	52.0
N Y ST C CERAMICS ALFRED U		I	2	3	37.4	29.4	19.8	----	25.	30.2	23.3	15.5	----	7.9	8.9	13.4	----	13	16	9	1	7.7	82.1
ALFRED UNIVERSITY		IIA	3	3	30.1	23.6	17.9	16.4	18.	25.4	20.1	15.4	14.2	6.9	9.7	7.7	6.5	35	51	40	8	16.8	66.4
BARD COLLEGE		IIB	1	1	26.9	22.7	19.1		22.	22.1	18.4	16.0		9.3	13.3	11.8		23	16	11		16.7	68.5
BARNARD COLLEGE		IIB	1*	1*	40.4	28.2	21.7	16.1	26.	31.3	22.5	17.4	13.5	6.9	8.2	12.5	11.2	48	15	47	30	58.6	42.1
BROOME COMMUNITY COLLEGE		III	2	2	29.1	23.4	19.9	15.1	23.	23.8	19.1	16.3	12.2	5.9	6.4	6.2	3.9	38	53	42	12	27.6	89.7
CANISIUS COLLEGE		IIA	2	2	28.6	24.3	20.2	----	14.	25.2	21.2	17.5	----	7.5	7.5	7.5		29	70	39	4	8.8	74.1
CAYUGA CO CMTY COLLEGE		III	1	2	28.5	23.0	19.1	15.9	24.	23.1	18.6	15.4	12.8	7.1	5.6	7.5	----	33	21	11	10	28.9	78.7
CAZENOVIA COLLEGE		III	5	5	----	----		----	17.	----	----	----	----	----	----		----	3	3		4	64.7	64.7
CLARKSON COLLEGE OF TECHN		IIA	1	1	37.4	28.4	22.2	----	17.	31.1	23.7	19.5	----	6.7	8.4	8.4		42	44	67	5	6.9	45.6
CLINTON COMMUNITY COLLEGE		III	3	4	----	20.4	19.0	----	24.	----	16.5	15.3	----	----	8.2	7.4	9.1	4	9	18	5	44.4	61.1
COLG ROCH-BEXLEY-CROZER		I	2	3	30.2				28.	23.6				8.5		----		12				18.8	75.0
COLGATE UNIVERSITY		IIA	1	1	38.2	28.5	21.0	17.4	21.	31.2	23.4	17.7	14.8	6.1	6.8	8.7	8.8	49	35	63	21	17.9	53.0
COLLEGE OF INSURANCE		IIA	2	3	----	25.0	19.7		26.	----	19.9	15.9		----	4.7	4.7		4	14	10		6.7	
COLLEGE OF MT SNT VINCENT		IIB	4	4		19.4	17.6	14.3	15.		16.7	15.2	12.6	----	7.0	7.1	7.0		19	28	21	70.8	36.1
COLLEGE OF NEW ROCHELLE		IIA	3	3	29.6	24.1	20.6	----	22.	24.3	19.8	17.0	----	7.4	8.4	6.4		11	27	37	5	73.2	58.5
COLLEGE OF SAINT ROSE		IIA	5	4	23.8	20.0	16.7	13.5	14.	20.5	17.4	14.8	12.1	8.3	9.1	9.3	11.8	20	31	27	14	67.4	58.7
COLUMBIA U MAIN DIVISION		I	1*	1*	46.2	31.4	23.2	----	22.	38.2	25.4	18.7	----	7.6	8.0	9.4	----	427	121	248	4	16.3	56.1
COLUMBIA U TCHRS COLLEGE		I	1	1	41.7	30.3	22.8	16.1	23.	34.2	24.3	18.3	13.3	3.7	7.1	8.6	8.1	65	51	17	18	39.1	66.9
CMTY COLLEGE FINGER LAKES		III	2	3	25.6	22.7	19.6	17.3	26.	20.3	18.1	15.6	13.7	5.5	6.3	8.0	9.7	10	24	20	10	42.2	81.3
COOPER UNION		IIA	1	1	31.1	26.7	22.4		19.	26.3	22.4	18.5		6.5	8.4	11.3		18	23	9		8.0	82.0
CORNELL U ENDOWED COLLEGES	28	I	1	1	40.2	27.3	21.3	17.5	20.	33.4	23.0	18.0	13.6	6.7	8.3	9.9	8.1	355	178	171	10	12.2	72.3
CORNELL U STATUTORY COLL		I	2	2	38.7	29.1	23.9	----	22.	31.9	23.9	19.6	----					165	89	84	3	27.6	69.8
DOMINICAN C OF BLAUVELT		IIB	4	4	----	16.7	14.3	13.	----	14.9	12.6		----	----	6.0	----		5	18	7		73.5	50.0
DUTCHESS CMTY COLLEGE		III	1	1	34.9	28.3	23.7	16.1	24.	28.4	22.8	19.0	13.0	3.5	3.8	6.0	4.4	29	50	29	24	32.6	81.8
ELIZABETH SETON COLLEGE		III	5	5		----	18.7	11.4	16.		----	12.7	9.9		10.6	----	8.5		4	8	11	61.5	
ELMIRA COLLEGE		IIB	2	2	28.2	21.4	18.6	16.0	19.	23.8	17.9	15.6	13.1	5.2	6.4	9.2	9.6	15	9	26	8	28.6	42.9
FASHION INST TECHNOLOGY		IIB	1*	1*	44.4	35.1	29.0	22.8	24.	36.3	28.3	23.0	17.9	7.4	10.0	9.7	12.4	36	45	60	23	43.9	86.0
FULTON MONTGOMERY CMTY COLL		III	1	1	31.3	26.7	23.2	18.1	21.	25.6	22.2	18.9	14.4					8	28	9	6	21.6	92.2
GENESEE COMMUNITY COLLEGE		III	2	2	26.1	23.0	18.8	16.0	24.	21.1	18.6	15.0	12.7	6.0	6.3	5.8	----	26	21	12	6	32.3	
HAMILTON COLLEGE		IIB	1	1	33.2	24.2	18.6	16.3	17.	28.2	20.8	16.0	14.3	9.1	10.6	10.5	10.3	41	25	55	10	17.6	42.7
HARTWICK COLLEGE		IIB	1	1	28.0	23.5	18.8	15.5	20.	23.0	19.6	15.9	13.3	6.8	7.3	7.3	6.0	29	32	33	7	23.8	67.3
HERKIMER CO CMTY COLLEGE		III	3	3	----	24.9	19.7	14.6	23.	----	20.4	16.1	11.8	----	6.8	9.9	9.6	4	22	16	15	21.6	70.2
HOBART-WM SMITH COLLEGES		IIB	1	1	30.9	23.7	18.6	15.3	22.	25.4	19.5	15.3	12.5	6.8	7.1	12.4	10.0	31	33	40	13	23.9	54.7
HOFSTRA UNIVERSITY		I	3	3	34.7	26.9	21.2	17.3	20.	28.5	22.4	18.3	15.1	8.0	8.8	8.3	8.4	113	115	105	21	26.0	62.4
HOUGHTON COLLEGE		IIB	3	4	20.3	18.2	15.8	----	18.	17.2	15.4	13.5	----	5.7	6.4	6.4	----	27	15	25	4	14.9	60.8
IONA COLLEGE		IIA	1	1	34.8	28.1	23.0	16.8	18.	29.3	23.7	19.7	15.1	9.7	10.4	11.3	11.1	29	46	49	15	22.3	61.9
ITHACA COLLEGE		IIB	1	1	30.2	24.7	19.1	15.9	19.	25.2	20.5	16.5	14.1	6.3	7.9	8.4	8.6	57	103	86	12	25.7	66.8
JAMESTOWN CMTY COLLEGE		III	2	2	29.1	24.0	21.1	16.3	24.	23.6	19.3	16.9	12.9	6.1	7.5	6.9	8.9	19	29	36	15	27.4	87.4
JEWISH THEOL SEM AMERICA		IIA	4	4	27.5	19.8	15.9	13.6	17.	24.1	16.7	13.3	11.5	7.1	6.1	6.5	7.0	17	11	14	10	12.7	
KEUKA COLLEGE		IIB	4	4	21.4	16.7	15.3	13.5	14.	18.7	14.6	13.5	12.0	4.0	4.3	4.0	----	14	6	19	11	48.0	44.0
LADYCLIFF COLLEGE		IIB	5	5		----	13.7	----	14.		----	11.9	----		----	9.1	----		4	9	4	61.9	52.4
LE MOYNE COLLEGE		IIB	1	2	29.2	23.5	19.4	16.2	20.	24.6	19.6	16.0	14.9	8.2	7.8	7.9	9.4	18	26	43	14	17.6	54.9
MANHATTAN COLLEGE		IIA	1	2	35.6	29.1	22.5	17.4	22.	29.6	23.9	18.3	14.2	7.5	7.3	7.9	12.1	25	58	65	12	11.7	63.0
MANHATTANVILLE COLLEGE		IIA	3	3	27.7	24.1	17.4		16.	23.9	20.6	15.1		11.8	13.3	11.5		21	13	26		52.4	58.7
MARIA COLLEGE OF ALBANY		III	5	5	----	----	13.2	11.7	9.	----	----	12.2	10.7	----	----	6.4	1.6	4	4	10	12	80.0	30.0
MARYKNOLL SCH OF THEOLOGY		IIA	5	5	----				---	----					----			3				50.0	
MARYMOUNT COLLEGE		IIB	2	2	25.6	20.8	17.2		17.	21.8	17.7	15.0		5.8	6.6	7.7		14	26	18		44.3	77.9
MERCY COLLEGE		IIB	1	1	32.0	25.4	21.7	15.4	18.	27.4	21.5	18.3	12.9					22	30	46	34	40.2	19.7
MOHAWK VLY CMTY COLLEGE		III	2	3	28.9	23.8	20.2	15.6	28.	23.1	18.8	15.8	11.9	4.7	6.3	6.7	2.7	26	31	49	33	28.1	66.2
MOLLOY COLLEGE		IIB	4	4		20.9	16.7	12.8	16.		18.0	14.3	11.3		6.8	6.9	7.1		15	43	15	79.5	14.1
MONROE COMMUNITY COLLEGE		III	1*	1	34.2	28.2	23.0	17.9	21.	28.3	23.2	19.0	14.8	7.0	7.0	7.0	7.0	88	87	88	18	37.9	91.2
MOUNT SAINT MARY COLLEGE		IIB	4	4	----	19.8	16.4	12.4	13.	----	17.6	14.5	11.1	----	6.3	7.0	9.7	3	9	25	15	66.7	49.4
NASSAU COMMUNITY COLL		III	1*	1*	42.1	33.3	27.0	20.9	21.	35.1	27.4	22.1	17.0	2.9	3.8	4.9	6.8	153	145	112	54	36.6	84.5
NAZARETH C OF ROCHESTER		IIA	4	4	28.6	22.5	19.0	15.1	15.	24.8	19.4	16.6	13.6	6.2	8.0	8.4	10.5	11	20	34	8	51.9	39.2
NEW SCH FOR SOC RESEARCH		I	1	1	40.2	27.5	21.1		16.	34.8	23.5	17.9		4.2	7.4	4.3		22	10	19		28.3	37.7
NY INST TECHN MAIN CAMPUS		IIA	3	2	32.1	25.5	19.3	15.9	18.	27.2	21.5	16.6	13.8	6.0	5.4	6.7	5.5	29	80	74	19	17.1	39.0
NY INST TECHN NY CTY CAM		IIA	2	2	32.6	24.4	18.8	16.5	17.	28.2	20.8	16.9	14.0	9.1	10.6	10.5	10.3	41	23	55	10	16.9	42.7
NEW YORK LAW SCHOOL		IIA	1*	1*	41.0	32.8	28.7		15.	35.1	28.5	25.7		7.4	10.8	9.9		12	11	9		21.2	27.3
NEW YORK UNIVERSITY		I	1	1	39.4	28.0	22.5	19.1	18.	33.6	23.7	18.9	16.1	7.0	8.0	8.8	8.2	414	312	230	75	24.4	56.4
NIAGARA CO CMTY COLLEGE		III	2	2	26.3	25.6	21.3	16.1	20.	23.8	20.8	17.3	12.9					26	39	39	13	26.5	84.6
NIAGARA UNIVERSITY		IIA	4	4	28.0	22.4	17.4	14.4	15.	24.6	19.4	15.2	12.7	7.0	7.3	7.5	7.6	23	46	69	23	35.6	47.9
N COUNTRY CMTY COLLEGE		III	1	2	----	28.4	22.1	14.8	26.	----	22.5	17.6	11.9	----	12.9	12.9	----	3	13	13	8	48.6	62.2
ONONDAGA C C		III	1	1	32.2	26.8	23.2	18.0	23.	26.4	21.9	18.8	14.8	14.4	18.2	24.7	31.4	37	56	81	9		
ORANGE CMTY C C		III	1*	1	34.2	30.5	25.8	18.6	24.	28.0	24.8	20.7	14.9	9.5	7.3	7.5	6.0	24	47	32	22	32.8	88.2
PAUL SMITH'S C ARTS & SCI		III	5	5	20.4	18.0	15.8	11.6	13.	18.0	16.0	14.1	10.2	6.8	6.6	5.4	7.1	7	15	20	11	18.0	
RENSSELAER POLY INSTITUTE		I	2	2	36.5	26.4	21.2	13.4	17.	31.1	22.6	18.3	11.9	8.8	5.1	10.6	----	156	105	77	13	4.2	64.6
ROBERTS WESLEYAN COLLEGE		IIB	5	5	19.1	16.9	14.6	13.4	14.	16.8	14.7	12.0	11.7					6	16	16	8	41.7	45.8
ROCKEFELLER UNIVERSITY		I	2	3	50.5	30.6	22.1	17.5	24.	39.6	24.6	18.1	15.0	6.9	9.0	9.2	7.6	54	58	103	70	11.7	25.2
SAINT BONAVENTURE U		IIA	3	4	28.7	23.0	19.4	15.8	20.	23.9	19.1	16.2	13.1	5.5	9.2	5.9	7.3	27	45	57	16	13.1	60.0
SAINT FRANCIS COLLEGE		IIB	1	1	31.8	25.8	20.1		19.	26.8	21.4	16.9		9.0	9.0	9.3	----	16	13	33		19.7	48.5
SAINT JOHN FISHER COLLEGE		IIB	1	1	29.0	24.0	19.9	----	18.	24.7	20.2	16.9	----	7.0	6.4	8.1		14	32	29	3	17.7	51.9
SNT JOSEPH'S C MAIN CAM		IIB	4	4	21.3	18.5	15.8	12.9	11.	19.3	16.7	14.2	11.5	13.0	18.8	16.4	17.6	9	17	16	11	68.4	38.6
SAINT LAWRENCE UNIVERSITY		IIB	1	1	32.3	24.2	19.6	16.5	21.	26.9	19.7	16.1	14.0	9.6	8.5	8.4	----	45	48	57	9	17.4	56.5
SAINT THOMAS AQUINAS C		IIB	3	3		20.7	17.4		14.		18.3	15.2		----	9.0	8.5	----		9	18		40.0	34.3
SCHENECTADY COUNTY CC		III	1	2	----	24.6	26.5	----	38.	----	20.0	16.1	----		2.1	8.0	----	1	16	13	4	35.3	61.8
SIENA COLLEGE		IIB	1	2	31.7	23.5	18.6		22.	25.6	18.9	15.4		8.4	8.7	9.7	----	19	17	54		15.6	47.9
SKIDMORE COLLEGE		IIB	1	1	31.9	24.1	19.6	15.7	18.	27.2	20.2	16.4	13.6	7.5	11.0	8.0	7.7	32	47	60	13	40.1	52.0
SUNY AGRI TECH COLL ALFRED		III	1	1	31.0	26.1	23.0	18.1	24.	25.1	21.3	18.5	14.5					50	72	54	30	16.7	76.6
SUNY AGRI TECH COLL CANTON		III	1	2	29.5	23.4	20.3	17.0	24.	23.9	18.9	16.5	13.8					36	32	38	8	22.8	73.7
SUNY AGRI TECH COLL COBLESKL		III	1	2	28.9	23.0	20.3	16.1	24.	23.4	18.6	16.3	13.0					50	25	44	13	25.6	70.7
SUNY AGRI TECH COLL DELHI		III	2	2	29.3	23.5	20.1	13.9	24.	23.6	18.9	16.2	11.0					37	37	40	19	16.5	58.6
SUNY AGRI TECH C FARMINGDALE		III	1	1	31.6	25.5	20.7	17.7	24.	25.6	20.6	16.6	14.1					94	68	109	26	38.6	53.1
SUNY AGRI TECH C MORRISVILLE		III	1	2	30.1	25.2	20.6	17.6	24.	24.4	20.3	16.6	14.2					36	40	42	19	24.8	76.6
SUNY COLLEGE AT BROCKPORT		IIA	1	1	36.0	28.3	23.4	17.8	23.	29.4	22.8	18.9	14.3					135	149	129	43	27.2	73.7
SUNY COLLEGE AT BUFFALO		IIA	1	1	38.8	27.5	21.8	17.9	23.	28.4	22.3	17.7	14.5					164	169	150	41	26.4	65.5
SUNY COLLEGE AT CORTLAND		IIA	1	2	33.5	26.9	21.9	14.9	24.	27.3	21.7	17.7	11.9					87	94	79	22	27.3	77.7

APPENDIX I

NAME OF INSTITUTION	NOTES	(1) INST CATEGORY	(2) RATING AVG COMP	(2) RATING AVG SAL	(3) AVERAGE COMPENSATION BY RANK (IN THOUSANDS) PR	AO	AI	IN	(4) FRINGE BEN AS % OF SALARY	(5) AVERAGE SALARY BY RANK (IN THOUSANDS) PR	AO	AI	IN	(6) SALARY INCREASE FOR CONTINUING FACULTY (IN PERCENT) PR	AO	AI	IN	(7) NUMBER OF FULL-TIME FAC BY RANK PR	AO	AI	IN	(8) WOMEN AS % OF TOT FAC	(9) TENURED FAC AS % OF TOT FAC
NEW YORK	(CONTD)																							
SUNY COLLEGE AT FREDONIA		IIA	1	1	34.0	27.1	21.3	16.4	24.	27.7	21.8	17.1	13.2					96	89	65	15	15.4	64.0
SUNY COLLEGE AT GENESEO		IIA	1	2	36.3	28.1	21.2	17.9	23.	29.6	22.7	17.1	14.4					76	81	73	30	30.4	64.6
SUNY COLLEGE AT NEW PALTZ		IIA	1	1	33.1	27.4	22.6	17.3	24.	26.8	22.0	18.0	13.7					125	115	63	24	23.3	79.4
SUNY COLLEGE OLD WESTBURY		IIA	3	4	32.0	24.8	18.9	16.1	24.	26.0	19.9	15.2	12.8					13	18	31	20	78.4	45.1
SUNY COLLEGE AT ONEONTA		IIA	1	1	33.7	27.5	22.3	15.4	23.	27.7	22.2	18.0	12.4					120	95	92	10	24.8	84.3
SUNY COLLEGE AT OSWEGO		IIA	1	2	35.0	26.4	20.5	17.3	24.	28.5	21.3	16.5	14.0					105	152	113	19	18.0	68.6
SUNY COLLEGE PLATTSBURGH		IIA	1	2	33.6	27.4	22.4	18.1	24.	27.3	22.2	18.1	14.6					84	110	93	20	25.4	75.6
SUNY COLLEGE AT POTSDAM		IIA	1	2	33.6	27.6	23.2	17.6	24.	27.3	22.3	18.8	14.1					72	81	75	33	21.3	78.7
SUNY COLLEGE AT PURCHASE		IIA	4	4	27.5	22.0	18.5	----	25.	22.0	17.7	14.6	----					18	55	47	4	29.0	25.0
SUNY COLLEGE AT UTICA ROME		IIA	3	3	----	26.8	20.8	----	24.	----	21.7	16.8	----					3	18	34	5	25.4	16.9
SUNY C ENVRNMTL SCI FORESTRY		I	2	3	33.0	26.1	21.7	----	23.	26.9	21.1	17.6	----					55	30	14	1	9.0	81.0
SUNY AT ALBANY		I	1	1	43.2	31.6	23.7	----	23.	35.5	25.7	19.2	----					240	228	163	1	14.8	75.7
SUNY AT BINGHAMTON		I	1	1	42.3	31.2	22.3	17.5	23.	34.8	25.3	18.0	13.9					159	161	124	8	17.3	71.3
SUNY AT BUFFALO MAIN CAM		I	2	2	40.5	28.6	20.6	18.3	23.	33.3	23.4	16.6	14.7					296	308	175	9	15.9	71.6
SUNY AT STONY BK MAIN CAM		I	1	1	43.3	31.4	22.3	17.9	23.	35.6	25.5	18.0	14.3					255	175	145	8		
SULLIVAN CO CMTY COLLEGE		III	1*	1	31.4	28.1	23.5	17.2	23.	25.6	22.7	19.1	13.7	6.9	10.7	7.0	8.0	21	26	11	7	24.6	92.3
SYRACUSE U MAIN CAMPUS		I	2	3	36.0	26.9	21.0	16.1	24.	29.1	21.6	17.1	13.1	6.9	7.4	8.0	8.9	375	256	209	23	19.0	66.4
UTICA C OF SYRACUSE U		IIB	2	2	27.1	22.2	18.0	----	23.	21.6	17.9	14.9	----	7.0	7.8	8.7	----	15	30	30	3	25.3	56.3
TOURO COLLEGE		IIB	5	5		19.4	14.7	14.4	13.		17.0	13.0	12.5		----	7.6	10.3		6	11	16	44.1	
TROCAIRE COLLEGE		III	5	5		----	16.6	13.6	11.		----	15.0	12.4		----	7.3	8.7		3	19	8	81.8	
ULSTER CO CMTY COLLEGE		III	1	1	30.9	26.7	22.3	17.9	23.	25.2	21.7	18.1	14.2	8.0	8.3	8.7	9.1	26	25	26	7	20.2	90.5
UNION COLLEGE		IIA	1	1	36.0	26.7	19.8	17.5	21.	29.7	21.9	16.6	15.8	7.3	8.4	7.1	----	34	57	40	6	10.7	48.6
UNION THEOLOGICAL SEM		IIA	5	5	19.9		----		27.	15.8		----						18		5		24.1	41.4
US MERCHANT MARINE ACAD	29	IIB	1*	1*	36.4	28.3	21.8	19.1	10.	33.0	25.5	20.3	17.8					21	29	24	6		
UNIVERSITY OF ROCHESTER	30	I	2	2	37.6	28.2	22.0	16.1	20.	31.6	23.4	18.1	13.6					203	129	139	64	21.6	53.2
VASSAR COLLEGE		IIB	1*	1*	37.7	27.8	19.5	16.8	23.	30.0	22.3	16.3	14.5	9.8	13.8	10.7	11.1	66	33	76	14	38.6	50.3
VILLA MARIA COLLEGE BFLO		III	5	5		----	----	12.4	16.		----	----	10.7			----	8.7		3	3	10	41.2	
WAGNER COLLEGE		IIA	2	2	30.6	24.1	19.5	15.6	15.	26.6	20.7	16.9	14.0	6.0	7.2	7.2	10.8	23	28	35	6	33.0	70.2
WELLS COLLEGE		IIB	2	2	24.9	21.1	17.9	15.4	21.	20.5	17.3	14.7	13.2	6.2	9.2	10.7	10.9	18	10	16	8	40.4	53.8
WESTCHESTER CMTY COLL		III	1*	1*	44.0	37.2	28.9	18.3	21.	36.8	30.9	23.9	14.9	7.1		4.9	9.1	32	61	71	11	33.1	90.3
NORTH CAROLINA																							
APPALACHIAN ST UNIVERSITY		IIA	3	3	27.2	22.2	19.6	16.1	17.	23.4	19.0	16.7	13.7	6.8	7.7	8.1	10.0	168	133	136	56	27.1	58.4
ATLANTIC CHRISTIAN C		IIB	3	3	23.2	19.0	16.0	----	15.	20.1	16.6	13.9	----	5.3	7.5	6.6	----	18	26	33	4	35.4	40.2
BELMONT ABBEY COLLEGE	279	IIB	5	5		18.1	15.0	----	14.		16.0	13.1	----						9	14	4	29.0	41.9
BENNETT COLLEGE		IIB	4	4	19.9	18.1	14.2	12.9	14.	17.4	15.6	12.4	11.7	6.1	6.4	9.8	11.9	10	9	12	13	65.9	27.3
BREVARD COLLEGE		III	5	5	16.1	15.4		11.9	12.	19.0	13.7		10.9					7	6		2	22.5	32.5
CATAWBA COLLEGE		IIB	4	4	21.5	18.2	15.2	13.6	15.	18.6	15.3	13.4	12.0	7.6	7.8	7.2	7.6	23	9	18	10	19.7	68.2
DAVIDSON COLLEGE		IIB	1*	1	33.7	26.5	20.0	----	24.	27.1	21.1	16.4	----	7.1	8.0	8.5	----	28	29	37	4		72.4
DUKE UNIVERSITY		I	1	1	38.5	27.4	21.0	18.4	20.	31.8	22.9	18.2	16.2	6.5	7.5	8.7	10.7	280	156	91	6		
EAST CAROLINA UNIVERSITY	31	IIA	2	2	28.8	23.8	20.4	16.8	16.	24.8	20.4	17.4	14.3	8.0	7.7	8.1	9.5	177	166	144	19	35.6	77.8
ELIZABETH CITY STATE U		IIB	2	2	27.1	23.2	20.2	17.0	17.	23.4	19.9	17.3	14.6	7.2	8.9	8.7	10.1	18	19	39	16	29.4	41.0
ELON COLLEGE		IIB	3	3	23.4	20.2	16.9	15.3	17.	20.0	17.2	14.5	13.0	7.5	10.3	8.0	9.3	12	28	35	8	32.9	52.9
FAYETTEVL ST UNIVERSITY		IIB	2	2	27.9	23.4	20.3	16.4	17.	24.0	20.2	17.3	13.9	6.5	6.5	6.9	9.2	17	19	66	35	37.1	33.6
GARDNER-WEBB COLLEGE		IIB	4	4	20.7	16.8	15.6	12.6	15.	17.9	14.5	13.6	11.4	6.7	6.6	6.1	9.7	17	22	17	7	31.3	61.2
GREENSBORO COLLEGE		IIB	3	3	21.7	19.0	----	----	16.	18.7	16.2	----	----	6.3	7.1	8.9	----	10	9	5	3	33.3	87.9
GUILFORD COLLEGE		IIB	2	2	27.8	21.6	17.0	----	20.	23.4	17.9	14.2						17	30	28		31.3	58.8
HIGH POINT COLLEGE		IIB	4	4	20.3	17.7	15.6	----	18.	17.2	15.3	13.1	----	5.3	5.4	5.2	----	11	14	22	3	22.2	57.4
JOHNSN C SMITH UNIVERSITY		IIB	4	4	21.2	19.0	15.9	13.6	14.	18.6	16.6	14.0	12.0	----	5.2	6.2	5.2	6	19	20	28	31.5	8.2
LENOIR-RHYNE COLLEGE		IIB	2	1	25.2	22.4	18.8	14.2	14.	22.2	19.4	16.5	12.4	4.3	4.6	6.2	----	24	24	23	8	37.0	63.0
LIVINGSTONE COLLEGE		IIB	5	5		16.7	14.6	12.1	15.		14.4	12.8	10.4		6.0	7.9	----		11	22	7	42.9	
LOUISBURG COLLEGE		III	5	5	17.3			13.0	18.	18.7			10.9	5.5	----		----	20			9	31.3	71.9
MARS HILL COLLEGE	2	IIB	4	4	19.8	17.3	15.7	11.9	10.	17.8	15.6	14.4	11.0	6.8	7.1	8.0	11.3	26	30	24	11	36.7	64.3
MEREDITH COLLEGE		IIB	4	3	23.6	19.4	16.3	13.9	13.	20.8	17.0	14.4	12.4	6.3	7.1	8.9	10.9	11	15	28	15	57.7	42.3
METHODIST COLLEGE		IIB	4	3	----	17.8	16.9		13.	----	15.8	15.0		----	9.8	4.3		5	12	20		33.3	57.1
NC CENTRAL UNIVERSITY		IIA	3	3	31.4	24.7	20.7	16.6	17.	27.1	21.1	17.6	14.2	9.1	7.9	8.0	7.7	36	65	74	43	48.0	54.3
NC STATE U RALEIGH		I	3	3	34.5	26.5	21.4	16.4	16.	30.1	22.8	18.3	14.0	7.6	8.2	9.0	9.2	391	208	244	57	16.9	61.7
NC WESLEYAN COLLEGE		IIB	4	4	21.4	18.3	16.0	14.0	12.	18.8	16.0	14.3	12.9	9.0	6.7	8.5	----	8	7	17	6	22.5	32.5
PEMBROKE STATE UNIVERSITY		IIB	1	1	27.3	23.6	20.4	15.8	15.	23.6	20.3	17.6	14.5	6.8	7.3	8.4	7.5	23	31	45	13	19.0	55.2
PFEIFFER COLLEGE		IIB	3	3	22.1	18.5	17.2	13.5	22.	18.2	15.1	14.4	11.1	5.9	6.1	5.5	----	20	18	10	6	24.1	68.5
QUEENS COLLEGE		IIB	3	3	22.5	----	15.5		15.	19.4	----	13.5		5.5	----	6.0		11	3	19		43.6	48.7
SACRED HEART COLLEGE		IIB	5	5		----	14.8		12.		----	13.2			----	3.5			3	12		55.6	
SNT ANDREWS PRESB COLLEGE		IIB	3	3	23.1	22.0	17.5	14.0	16.	19.9	18.9	15.0	12.6					10	14	15	7	16.0	58.0
SAINT AUGUSTINES COLLEGE		IIB	5	5	20.5	17.5	14.1	11.9	12.	18.3	15.4	12.5	10.6					11	19	15	26	39.4	18.3
SAINT MARY'S COLLEGE		III	5	5		16.5	13.7	11.0	12.		14.6	12.3	9.9		8.4	8.8	9.5	8	8	12	9	70.6	38.2
SALEM COLLEGE		IIB	2	2	24.4	19.3	17.2		15.	21.4	16.8	14.9		6.1	5.6	7.1		20	22	19		41.9	59.7
SHAW UNIVERSITY		IIB	4	4	19.9	18.6	15.6	13.4	13.	17.6	16.4	13.9	12.2					6	28	9	9	33.3	29.8
STHESTN BAPTIST THEOL SEM		IIA	3	3	24.9	18.7			23.	20.3	15.1			8.2	5.9	----		19	9			3.2	64.5
U OF NC AT ASHEVILLE		IIB	1	1	28.9	23.7	19.4		16.	25.0	20.4	16.7		5.4	6.9	6.5		14	18	25		24.2	56.5
U OF NC AT CHAPEL HILL		I	2	1	37.7	27.5	22.9	18.2	14.	33.3	23.9	19.8	15.6	7.2	8.2	9.2	10.3	522	313	260	56	23.8	71.2
U OF NC AT CHARLOTTE		IIA	3	3	30.5	24.0	20.1	17.2	17.	26.5	20.6	17.2	14.6	6.9	5.1	9.7	8.1	69	127	122	16	32.1	55.1
U OF NC AT GREENSBORO		I	4	4	35.8	26.6	21.9	17.9	17.	31.0	22.7	18.5	15.1	8.3	7.6	8.5	8.9	115	131	163	90	37.1	53.4
U OF NC AT WILMINGTON		IIB	2	1	28.9	24.0	20.5		17.	25.1	20.6	17.5		6.8	8.0	8.4		31	35	94		33.1	52.4
WAKE FOREST UNIVERSITY		IIA	2	1	31.7	26.0	20.3	15.4	16.	27.0	22.0	17.7	13.8	7.0	6.5	7.0	6.3	83	69	38	24	21.5	70.1
WSTN CAROLINA UNIVERSITY		IIA	3	3	27.8	22.7	19.6	15.2	16.	24.1	19.6	16.8	13.0	6.7	7.0	7.1	11.4	76	106	103	19	23.5	67.2
WINGATE COLLEGE		IIB	4	4	----	----	17.1	16.3	16.	----	----	14.8	14.1	6.4	----	6.2	4.0	5	5	27	21	39.4	
NORTH DAKOTA																							
DICKINSON STATE COLLEGE		IIB	2	2	24.9	22.5	18.9	16.6	16.	21.5	19.2	16.5	14.4	6.3	6.1	6.4	7.7	16	13	14	11	26.7	63.3
JAMESTOWN COLLEGE		IIB	3	3	----	21.6	18.3	13.6	13.	----	19.0	16.2	12.1	----	9.2	8.9	10.9	4	11	15	10	40.0	
MAYVILLE STATE COLLEGE		IIB	1	1	26.7	23.7	19.0		17.	23.1	20.5	16.1		7.4	4.9	9.1		11	7	22		22.7	40.9
MINOT STATE COLLEGE		IIA	3	3	25.8	22.7	20.4	17.3	15.	22.4	19.7	17.7	14.9	6.5	7.0	7.0	----	19	28	39	11	26.8	71.1
ND STATE U MAIN CAMPUS		I	5	5	28.2	24.2	19.3	14.5	13.	24.7	21.3	17.1	13.0	9.5	7.4	7.1	7.3	85	95	101	20	23.9	67.8
U OF ND MAIN CAMPUS		I	5	5	28.9	23.5	19.3	15.0	15.	25.3	20.4	16.9	13.5	6.8	7.5	8.5	9.1	116	142	106	28	22.8	64.2
VALLEY CITY STATE COLLEGE		IIB	1	1	26.6	23.0	19.9	----	16.	23.1	19.7	17.4	----	6.6	7.0	6.0	----	8	19	15	3	32.0	53.0
OHIO																							
AIR FORCE INST TECHNOLOGY	32	I	1	1	34.9	29.1	24.7	----	9.	32.2	26.8	22.7	----	5.4	8.5	8.5	----	34	21	10	3		ALL
ANTIOCH UNIVERSITY		IIB	2	3	24.1	20.7	17.3		24.	19.4	16.8	13.9						23	31	37		26.0	47.9
ASHLAND COLLEGE		IIB	2	2	24.4	21.2	17.8	13.8	22.	20.1	17.2	14.6	12.1		.6	.9	----	34	34	32	6	22.6	68.9
BALDWIN-WALLACE COLLEGE		IIB	1	1	26.8	21.9	18.8		19.	22.7	18.4	15.7		7.1	7.9	6.1	----	52	40	33		20.3	75.0
BLUFFTON COLLEGE		IIB	4	4	20.0	16.7	14.9		16.	17.3	14.3	12.8		10.7	8.5	7.8		11	13	15		31.2	48.8

APPENDIX I

NAME OF INSTITUTION	NOTES	(1) INST CATEGORY	(2) RATING AVG COMP	(2) RATING AVG STAT	(3) AVERAGE COMPENSATION BY RANK (IN THOUSANDS) PR	AO	AI	IN	(4) FRINGE BEN AS % OF SALARY	(5) AVERAGE SALARY BY RANK (IN THOUSANDS) PR	AO	AI	IN	(6) SALARY INCREASE FOR CONTINUING FACULTY (IN PERCENT) PR	AO	AI	IN	(7) NUMBER OF FULL-TIME FAC BY RANK PR	AO	AI	IN	(8) WOMEN AS % OF TOT FAC	(9) TENURED FAC AS % OF TOT FAC
O H I O (CONTD)																								
BOWLING GRN ST U MAIN CAM		I	3	3	33.8	26.3	21.1	17.0	17.	29.0	22.5	17.9	14.3	8.2	8.7	9.3	8.7	227	241	165	71	23.1	71.6
BOWLING GRN ST U FIRELDS		III	2	2		24.8	18.9	17.0	17.		21.3	16.1	14.4		8.5	9.8	8.4		9	8	7	17.2	48.3
CAPITAL UNIVERSITY		IIB	1	1	29.3	22.2	17.6	14.6	21.	23.9	18.5	14.8	12.5	7.5	8.4	8.0	9.3	46	42	31	7	31.8	60.5
CASE WESTERN RESERVE U		I	2	2	36.7	27.7	21.8	17.3	21.	30.4	22.7	18.2	14.4	6.3	8.1	7.2	8.5	212	146	149	38	21.7	56.0
CEDARVILLE COLLEGE		IIB	3	3	29.7	17.9	16.1		15.	18.0	15.5	14.0		8.5	8.5	8.5		17	19	19		18.6	54.2
CINCINNATI BIBLE SEMINARY		IIB	4	4	17.0	----			13.	15.1	----							11	4			10.0	
CLARK TECHNICAL COLLEGE		III	3	3		22.3	19.7	16.7	18.		19.0	16.7	14.0		9.8	10.5	11.3		13	23	19	50.0	
CLEVELAND INST OF ART		III	3	3	21.2	17.2			15.	18.4	14.9			6.9	9.3	----		12	17			28.1	
CLEVELAND ST UNIVERSITY		IIA	1	1	36.4	27.2	22.8	18.6	18.	31.0	23.0	19.2	15.7	5.3	7.0	8.3	7.8	119	241	131	24	19.0	64.6
C MT SNT JOS-ON-THE-OHIO		IIB	4	4	21.8	17.9	15.1	14.2	17.	18.3	15.4	13.1	12.0	----	8.1	9.4	11.7	6	21	25	10	27.4	48.4
COLLEGE OF STEUBENVILLE	LFO	IIB	3	4	22.7	18.8	16.2	----	18.	19.0	15.8	13.8	----	8.9	9.4	10.2		7	9	12	4	29.7	59.5
COLLEGE OF WOOSTER		IIB	1	1	29.6	23.9	18.1	15.2	21.	23.9	19.4	15.7	13.3	7.7	6.8	6.5	7.5	58	22	37	12	19.1	61.1
COLUMBUS C ART AND DESIGN		IIB	5	5	----	15.5	15.1	12.5	14.	----	13.6	13.2	11.2	----	7.6	9.6	9.5	5	8	15	21	12.2	
DEFIANCE COLLEGE		IIB	3	3	21.2	18.1	17.0	----	16.	17.6	15.7	14.8	----	6.7	7.3	7.3		10	16	13	5	20.8	50.0
DENISON UNIVERSITY		IIB	1*	1	23.8	20.8	19.2	19.8	25.	26.2	19.8	15.9	17.0	10.9	9.4	10.7	----	53	36	48	9	20.9	61.5
DYKE COLLEGE		IIB	5	5			15.2	----	17.			12.9	----			7.5	----			9	5	52.6	31.6
EDGECLIFF COLLEGE		IIB	5	5	19.0	14.6	13.6		11.	16.8	13.2	12.4		5.0	6.9	5.4	----	11	6	21		64.3	23.8
FINDLAY COLLEGE		IIB	3	3	23.8	20.3	17.3	14.3	19.	19.9	16.9	14.8	12.5	12.0	12.5	10.8	----	10	17	11	6	18.4	49.0
HEBREW UNION C MAIN CAM	33	I	1*	1*	46.5	32.1	29.1	----	28.	36.9	24.5	22.0	----	7.1	11.5			19	7	6	1		60.6
HEIDELBERG COLLEGE		IIB	2	2	26.4	21.0	16.8	----	22.	21.1	16.6	14.3	----	6.2	7.6	7.9	----	21	15	23	4	16.9	67.7
HIRAM COLLEGE		IIB	2	2	29.4	21.6	16.8		19.	24.1	18.1	14.4		6.9	7.4	6.7	----	15	31	21		15.7	67.1
JEFFERSON TECHNICAL C		III	3	3		22.9	20.2	16.5	20.		19.1	16.8	13.6		6.7	7.4	8.0		13	13	13	40.5	61.9
JOHN CARROLL UNIVERSITY	LFO	IIA	3	2	25.7	22.2	19.8	18.7	16.	22.4	19.1	17.0	16.0	9.7	10.6	12.4	10.8	63	41	24	7	17.5	81.8
KENT STATE U MAIN CAMPUS		I	3	4	32.4	24.9	21.0	17.0	20.	27.1	20.7	17.5	14.1	6.8	7.2	7.3	7.1	245	232	217	28	23.5	80.1
KENT ST ASHTABULA REG CAM		III	3	3			20.0	----	20.			16.7	----			7.1	7.0			22	4	25.9	54.8
KENT ST E LIVERPL REG CAM		III	4	4			18.9	----	19.			15.8	----			7.4	7.0			9	4	50.0	37.5
KENT ST U SALEM REG CAM		III	2	2		----	20.5		19.		----	17.2			----	7.6			5	9		11.8	88.2
KENT ST STARK CO REG CAM		III	2	2	----	23.5	21.0	----	19.	----	19.7	17.7	----	----	6.9	7.2	6.7	3	19	32	4	33.9	93.5
KENT ST TRUMBULL REG CAM		III	2	2		22.9	19.2	----	19.		19.2	16.1	----		7.1	7.7	7.0		21	17	3	31.8	75.0
KENT ST TUSCARAWS REG CAM		III	3	3		----	20.1	----	19.		----	16.9	----		----	7.6	7.6		3	19	5	32.2	51.6
KENYON COLLEGE		IIB	1	1	31.6	25.1	19.3		20.	26.8	20.7	16.1		6.8	7.5	6.6		29	28	38		13.1	62.6
KETTERING C MEDICAL ARTS		III	5	5		----	14.2	13.3	11.		----	12.7	11.9	----	7.8	9.0	8.7		5	8	16	54.3	
LAKE ERIE COLLEGE		IIA	5	5	26.3	20.3	16.7		18.	22.2	17.2	14.2		3.4	4.9	7.2		6	10	23		40.9	31.8
LORAIN CO CMTY COLLEGE		III	1	1	----	28.5	23.6	18.3	21.	----	23.7	19.4	14.9	----	11.8	9.7	11.5	5	34	27	31	32.0	74.2
LOURDES COLLEGE		III	5	5			10.9		5.			10.4				3.1				9		92.3	
MALONE COLLEGE	3	IIB	2	3	21.4	17.6	----		17.	18.3	15.1	----		6.8	7.1	----		20	11	3		12.5	80.0
MARIETTA COLLEGE		IIB	1	1	26.4	20.7	17.5	16.5	15.	22.7	17.9	15.4	14.9	6.0	7.4	8.7	----	35	34	19	6	10.4	79.2
MIAMI UNIV OXFORD CAM		I	3	4	36.1	26.3	21.0	18.0	18.	29.1	22.2	17.7	15.2	7.6	8.2	9.3	9.4	188	204	194	110	18.9	63.6
MIAMI U HAMILTON CAMPUS		III	2	2		26.3	19.8	----	19.		21.9	16.7	----		9.4	9.8	9.6		7	16	5	43.8	56.3
MIAMI U MIDDLETOWN CAMPUS		III	2	2		29.5	29.2	29.5	18.		21.0	17.0	17.3		9.6	10.2	9.6		8	14	18	32.6	51.2
MICHAEL J OWENS TECH C		III	2	3	----	----	21.9	18.4	21.	----	----	18.3	15.1		5.0	9.0	8.4	3	5	27	28	45.5	
MOUNT UNION COLLEGE		IIB	2	3	26.5	21.8	18.3	15.1	25.	21.2	17.3	14.7	12.5	9.2	10.1	11.0	11.1	20	17	21	13	16.9	66.2
MOUNT VERNON NAZARENE C		IIB	4	4	20.8	18.3	15.4	13.1	16.	17.8	15.4	13.4	11.8	6.1	6.8	8.5	----	6	11	20	7	17.8	
MUSKINGUM AREA TECH C		III	4	4		20.0	18.6	17.5	18.		16.9	15.8	14.8		7.7	6.9	7.0		8	11	18	28.2	
MUSKINGUM COLLEGE		IIB	3	4	23.3	19.3	15.9	11.2	23.	18.2	15.6	13.3	10.2	3.7	4.4	9.3	8.9	24	16	20	9	21.7	69.6
NOTRE DAME COLLEGE	LFO	IIB	5	5				----	----				----				----				3	60.0	
OBERLIN COLLEGE		IIB	1*	1*	38.6	24.5	18.5	16.0	24.	26.8	20.1	16.0	13.7	7.0	7.0	7.0	----	81	54	65	7	16.3	68.3
OHIO C PODIATRIC MEDICINE		IIA	1	1	----	----	24.6		16.	----	----	21.2		----	----	----		4	5	6		5.9	
OHIO DOMINICAN COLLEGE		IIB	4	4	20.3	17.7	15.5	12.2	12.	18.2	15.8	13.8	11.1	7.3	8.6	7.1	----	6	13	14	9	54.8	47.6
OHIO NORTHERN UNIVERSITY		IIB	2	2	26.7	22.0	19.0	16.3	17.	23.0	18.8	16.2	13.8	5.7	6.2	7.3	8.1	31	51	39	22	18.2	54.5
OHIO STATE U MAIN CAMPUS		I	2	1	37.4	28.1	23.4	18.4	17.	32.1	23.9	19.8	15.4	8.1	8.6	8.5	8.4	773	521	468	107	16.4	72.6
OHIO ST U AGRL TECH INST		III	3	3		----	20.0	----	19.		----	16.8	----			9.4	----		3	28	4	18.4	7.9
OHIO STATE U LIMA BR		III	2	2		24.9	21.3		18.		21.1	18.0			8.7	7.9			10	23		22.2	61.1
OHIO STATE U MANSFIELD BR		III	2	2		27.5	21.0		18.		23.4	17.7			7.6	8.4			6	28		23.1	56.4
OHIO STATE U MARION BR		III	2	2		29.2	21.5		18.		20.6	18.1			9.7	8.3			10	10		17.4	56.5
OHIO STATE U NEWARK BR		III	2	2		24.7	21.4		18.		20.9	18.0			9.5	8.3			8	18		36.7	60.0
OHIO U MAIN CAMPUS		I	4	4	31.1	24.4	20.9	16.5	18.	26.5	20.7	17.6	13.7	8.1	8.1	8.8	8.4	238	218	137	43	18.3	79.4
OHIO U BELMONT CO BRANCH		III	2	2		23.1	20.2		19.		19.5	16.9			8.2	7.8			7	7		6.7	93.3
OHIO U CHILLICOTHE BR		III	3	3			19.3		15.			16.8			----	7.9				7		18.8	56.3
OHIO U LANCASTER BRANCH		III	3	3		----	19.5	----	19.		----	16.4	----		----	8.5			5	19	4	21.9	71.4
OHIO U ZANESVILLE BRANCH		III	3	3		----	19.5	----	19.		----	16.3	----		----	8.1	----		4	15	3	40.0	72.0
OHIO WESLEYAN UNIVERSITY		IIB	1	1	32.1	24.8	20.4	----	26.	25.4	19.4	16.4	----	11.7	12.2	13.6		55	37	60	3	26.9	71.8
OTTERBEIN COLLEGE		IIB	3	3	27.6	22.1	17.0	14.0	20.	22.4	17.7	14.4	12.7	3.1	6.7	7.2	8.7	11	18	35	13	39.0	
PONTIFICAL C JOSEPHINUM		IIA	5	5	----	17.3	14.3		7.	----	16.3	13.2		----	4.2	----		5	11	7		4.2	
SHAWNEE ST CMTY COLLEGE		III	3	3		24.7	20.8	17.3	21.		20.7	17.3	14.2		14.1	11.1	12.9		8	20	29	50.6	
SINCLAIR CMTY COLLEGE		III	2	2	26.9	21.9	18.8	15.7	18.	22.9	18.5	15.7	13.1	9.0	8.7	8.9	14.7	41	78	56	25	41.7	60.8
STHN ST COMMUNITY COLLEGE		III	4	5		----	----	15.4	26.		----	----	12.1			----	7.2		4	3	22	31.0	
STARK TECHNICAL COLLEGE		III	3	3		----	22.3	18.2	19.		----	19.0	15.2		----	8.8	10.7		5	17	29	19.6	
TIFFIN UNIVERSITY		IIB	5	5			----	----	10.			----	----				4.8			3	4	54.5	
TRINITY LUTHERAN SEMINARY		I	5	5	23.8	20.1			14.	20.8	17.5			6.7	6.7			10	10				52.6
UNITED THEOLOGICAL SEM		IIA	3	3	22.8	----			21.	18.8	----			7.0		----		9	4			11.8	64.7
U OF AKRON MAIN CAMPUS		I	3	3	35.0	27.8	22.8	19.1	19.	29.6	23.3	19.0	15.9	6.6	7.5	8.1	8.9	142	219	196	66	23.9	65.3
U AKRON WAYNE GEN-TECH C		III	4	4			18.5	----	21.			15.3	----			6.9	8.6			9	3	50.0	18.8
U OF CINCINNATI MAIN CAM		I	2	2	37.1	27.4	21.8	16.8	19.	31.2	23.0	18.3	14.1	10.6	9.8	10.1	5.5	340	344	299	57	24.2	68.8
U CINCIN CLERMNT GEN-TECH		III	4	4			18.7	12.0	19.			17.0	12.0			8.7	----			8	6	50.0	43.8
U CINCIN RAYMND WALTERS C		III	2	3		24.9	19.9	16.1	19.		20.9	16.8	13.5		8.7	8.7	8.8		28	36	20	46.5	50.0
UNIVERSITY OF DAYTON		IIA	3	3	27.8	23.6	19.5	15.3	16.	24.2	20.4	16.8	13.2	7.9	8.0	9.1	10.1	82	123	124	17	15.8	65.5
UNIVERSITY OF TOLEDO		I	2	3	32.9	26.6	22.1	18.2	21.	27.4	21.9	18.0	14.5	6.7	7.6	6.9	8.7	237	170	127	25	16.5	75.9
URBANA COLLEGE		IIB	4	4	----	18.1	----	15.5	19.	----	15.4	----	12.9		----	----		4	7	4	7	20.8	45.8
URSULINE COLLEGE		IIB	4	5	18.9	----	15.8	16.9	18.	16.2	----	13.9	13.5	6.0		6.2	5.9	7	3	11	29	97.6	26.2
WALSH COLLEGE		IIB	4	4	20.0	16.6	----		16.	17.3	14.4	----		5.9	6.1	6.4		6	11	4		12.0	64.0
WILBERFORCE UNIVERSITY		IIB	3	3	----	20.1	17.1	14.0	15.	----	17.3	14.6	12.5	----	14.0	----	16.4	5	14	6	14	42.0	56.0
WILMINGTON COLLEGE		IIB	3	3	20.5	18.3	14.8		15.	17.7	15.7	13.0		9.8	9.3	8.4	----	18	10	16		16.7	50.0
WITTENBERG UNIVERSITY		IIB	1	1	29.7	23.9	18.7	17.1	23.	23.6	19.4	15.9	15.1	9.0	8.4	11.5	----	41	48	39	7	18.2	75.9
WRIGHT ST U MAIN CAMPUS		IIA	2	3	33.7	26.6	20.6	16.2	27.	26.8	21.0	16.1	12.6	.6	.6	1.4	1.6	84	170	148	41	25.6	58.7
WRIGHT ST U WSTN OHIO BR		IIA	5	5		----	18.7	----	20.			15.6	----		----		----		5	7	5	5.6	61.1
XAVIER UNIVERSITY	LFO	IIA	2	2	28.3	23.7	20.0		17.	24.3	20.3	17.0		9.7	10.2	10.2		64	40	46		12.2	71.8
YOUNGSTOWN ST UNIVERSITY		IIA	1	1	33.3	27.6	22.5	17.1	20.	28.1	23.1	18.7	14.1	10.2	10.0	13.5	8.5	100	180	94	60	23.7	77.2
O K L A H O M A																							
BACONE COLLEGE		III	5	5		18.1	16.5	13.0	13.		15.9	14.6	11.7		----	16.4	10.8		6	21	10	73.0	

APPENDIX I

NAME OF INSTITUTION	NOTES	(1) INST CATEGORY	(2) RATING AVG COMP	(2) RATING AVG SAL	(3) AVERAGE COMPENSATION BY RANK (IN THOUSANDS) PR	AO	AI	IN	(4) FRINGE BEN AS % OF SALARY	(5) AVERAGE SALARY BY RANK (IN THOUSANDS) PR	AO	AI	IN	(6) SALARY INCREASE FOR CONTINUING FACULTY (IN PERCENT) PR	AO	AI	IN	(7) NUMBER OF FULL-TIME FAC BY RANK PR	AO	AI	IN	(8) WOMEN AS % OF TOT FAC	(9) TENURED FAC AS % OF TOT FAC
OKLAHOMA (CONTD)																								
BETHANY NAZARENE COLLEGE		IIA	4	5	23.0	19.8	18.5	16.1	21.	19.2	16.2	15.0	13.8	9.2	6.7	9.8	16.3	20	13	15	12	35.9	31.3
CAMERON UNIVERSITY		IIB	2	1	26.3	22.7	20.0	16.4	10.	24.0	20.7	18.1	14.9	9.7	7.0	7.2	5.1	23	39	66	29	28.7	58.6
CENTRAL STATE UNIVERSITY	34	IIA	3	2	26.3	24.2	21.8	18.6	9.	24.3	22.3	20.0	17.0	6.2	7.9	8.4	11.7	104	51	122	39	34.3	62.0
EAST CENTRAL OKLA STATE U	2	IIA	4	3	24.0	22.6	20.3	17.1	10.	22.0	20.7	18.5	15.6	6.3	6.8	7.6	8.8	22	22	54	29	24.2	58.3
LANGSTON UNIVERSITY	2	IIB	4	3	23.2	20.8	17.7	18.5	13.	20.8	18.6	15.7	12.7					9	8	9	24	42.6	
NORTHEASTERN OKLA STATE U		IIA	3	3	25.6	21.6	19.3	16.2	10.	23.4	19.7	17.5	14.7	6.5	6.7	7.5	7.8	64	38	62	22	22.3	54.8
NTHWSTN OKLA STATE U		IIA	5	4	23.5	21.7	18.4	14.0	10.	21.5	19.8	16.7	12.7	7.1	6.4	8.2	9.4	7	8	30	15	26.2	38.5
OKLAHOMA BAPT UNIVERSITY		IIB	3	3	23.6	21.1	17.2	14.7	18.	20.1	17.8	14.5	12.5	10.0	10.2	10.2	10.0	15	16	40	9	37.2	61.6
OKLA CHRISTIAN COLLEGE		IIB	3	3	22.7	20.9	17.9	13.6	13.	20.0	18.0	15.9	12.2	9.5	11.6	11.8	6.3	18	6	11	13	18.8	37.5
OKLAHOMA CITY UNIVERSITY		IIA	5	4	27.3	18.9	16.3	11.1	11.	24.5	16.9	14.7	10.1	5.7	5.7	11.7	10.8	17	36	19	9	34.4	65.6
OKLA PANHANDLE STATE U		IIB	3	3	20.7	19.4	18.3	15.8	10.	18.8	17.6	16.7	14.4	3.5	3.9	4.1	3.6	11	13	6	12	30.4	58.7
OKLA STATE U MAIN CAMPUS		I	4	4	31.3	24.7	20.5	14.9	16.	27.1	21.3	17.6	12.9	6.5	5.4	8.2	7.4	317	226	245	56	15.6	67.4
OKLA STATE U TECH INST		III	3	3		----	19.9	16.9	16.		----	17.2	14.6		8.2	7.0	11.6		4	23	14	43.2	15.9
PHILLIPS UNIVERSITY		IIA	5	5	22.3	18.8	16.2		16.	19.0	16.3	14.0		6.6	12.9	14.3		19	21	29		19.2	65.8
STHESTN OKLA STATE U		IIA	4	4	25.0	20.8	18.4	15.6	10.	22.0	19.0	16.8	14.1	6.4	9.9	6.8	7.6	36	20	47	26	23.2	60.5
STHWSTN OKLA STATE U		IIA	3	2	25.9	24.2	22.2	17.5	9.	23.8	22.2	20.2	15.9	6.6	7.1	7.9	8.9	37	48	70	37	29.9	58.4
U OF OKLAHOMA NORMAN CAM		I	4	4	31.8	24.9	20.5	12.7	17.	27.1	21.4	17.5	11.1	6.3	7.8	8.0	11.2	280	175	210	53	15.9	61.1
U OF SCI & ARTS OF OKLA		IIB	3	3	----	20.6	19.2	15.8	10.	----	18.8	17.5	14.2	----	4.4	7.0	7.8	3	8	18	19	34.0	30.2
UNIVERSITY OF TULSA		I	4	4	31.0	25.9	19.9	15.1	16.	26.7	22.1	17.5	13.1	5.3	4.5	7.0	7.8	75	90	103	13	22.3	47.3
OREGON																								
CONCORDIA COLLEGE	2	III	5	5	----	----	14.3		26.	----	----	11.6		----	----	----		3	3	7		28.6	50.0
EASTERN OREGON ST COLLEGE		IIA	2	3	30.6	24.8	21.6	----	27.	24.3	19.5	16.9	----					18	32	22	4	21.3	48.8
GEORGE FOX COLLEGE		IIB	2	2	22.0	19.7	16.3		15.	19.2	17.2	14.3		12.9	11.7	11.6		11	12	7		11.1	38.9
JUDSON BAPTIST COLLEGE		III	5	5			14.4	----	15.			12.5	----				----			7	4	12.5	
LEWIS AND CLARK COLLEGE		IIA	1	1	28.7	25.5	20.6		18.	29.6	21.5	17.5		9.0	9.0	8.0		37	60	40		14.7	65.0
LINFIELD COLLEGE		IIA	4	4	23.9	21.4	17.0		18.	20.3	18.0	14.3		9.8	10.0	10.7	----	26	22	23		22.5	57.7
MULTNOMAH SCHOOL OF BIBLE		III	4	4	18.5	17.0	----		12.	16.5	15.1	----		9.2	10.3	9.3		8	8	5		4.3	ALL
NTHWST CHRISTIAN COLLEGE		IIB	4	5	17.6				31.	13.5				.7	----	----		7				21.4	
OREGON INST OF TECHNOLOGY		IIB	1=	1	31.7	29.8	24.2	20.0	27.	25.2	23.6	19.1	15.7		.5	.4	1.2	20	44	48	28	14.1	54.9
OREGON STATE UNIVERSITY		I	3	4	29.2	27.0	22.2	17.0	26.	27.3	21.4	17.5	13.3		.2	.5	.1	250	235	160	66	15.5	69.4
PACIFIC UNIVERSITY		IIA	4	4	24.8	21.6	17.3		17.	21.2	18.4	14.8		8.3	7.7	6.2		9	23	36		19.7	55.3
PORTLAND STATE UNIVERSITY		IIA	1	2	32.1	26.0	22.1	18.8	26.	25.6	20.5	17.3	14.7	.1	.6	1.7	1.2	193	177	91	39	19.5	72.8
REED COLLEGE		IIA	2	2	33.1	24.3	19.7		18.	28.3	20.4	16.8		11.0	10.0	8.3		31	24	33		16.9	58.4
STHN OREGON ST COLLEGE		IIA	2	3	30.0	25.0	20.9	18.1	27.	23.8	19.6	16.3	14.0		.5	.9	----	49	91	39	12	19.1	70.6
U OF OREGON MAIN CAMPUS		I	2	3	25.5	26.8	22.0	19.3	26.	28.4	21.2	17.2	15.0		.6	1.1	1.2	290	167	167	58	18.5	66.1
UNIVERSITY OF PORTLAND		IIB	1	1	28.7	26.9	21.8		17.	24.3	22.9	18.9		9.4	9.7	11.9	----	8	39	60		31.5	38.7
WARNER PACIFIC COLLEGE		IIA	5	5		15.1	13.2		15.		13.0	11.5			----	14.0			7	14		37.9	
WESTERN BAPTIST COLLEGE		IIB	5	5	15.3	12.8			21.	12.7	10.6			----	6.8			6	9				
WESTERN CONS BAPTIST SEM		IIA	5	4	----	----	17.4		12.	----	----	15.4		----		9.8		4	5	11		3.7	44.4
WSTN EVANGELICAL SEM		IIA	5	4	----				----	----				----				5					20.0
WSTN STATES CHIRPRCTC C		IIA	5	5	----		----	----	15.	----		----	----	----		----	----	3		5	3	14.3	7.1
WILLAMETTE UNIVERSITY		IIA	2	2	30.5	23.3	19.6		17.	26.4	19.8	16.6		8.8	9.4	10.1		40	37	33		18.0	71.2
PENNSYLVANIA																								
ACADEMY OF THE NEW CHURCH		IIA	3	2	----	----	----	----	12.	----	----	----	----	----	----	9.6	----	5	4	5	4	10.0	45.0
ALBRIGHT COLLEGE		IIB	1	1	28.3	22.7	18.8	15.6	15.	24.0	19.8	16.5	14.1	8.7	11.7	11.5	14.6	21	25	21	11	34.1	68.3
ALLEGHENY COLLEGE		IIB	2	2	29.5	22.5	17.1	13.9	17.	24.7	18.9	15.0	12.5	6.5	7.4	6.7	6.3	38	29	43	16	19.0	57.9
ALLNTWN C SNT FRAN DESALS		IIB	4	4	----	19.2	16.2	----	16.	----	16.5	14.1	----	----	6.6	4.8		4	9	21	3	42.5	32.5
ALLIANCE COLLEGE		IIB	3	2	----	----	----	----	11.	----	----	----	----	----	----		----	4	3	3	3	29.4	52.9
BAPT BIBLE COLLEGE OF PA		IIA	5	5	----	17.8	15.4	----	14.	----	15.7	13.4	----	----	4.6	4.4	----	3	16	7	4	9.1	
BEAVER COLLEGE		IIB	3	3	26.6	20.3	17.0		19.	22.7	17.3	14.3						10	10	32		41.8	49.1
BLOOMSBURG STATE COLLEGE		IIA	1	1	35.3	29.3	22.9	17.2	19.	30.0	24.4	18.8	13.8	6.8	6.8	6.9	7.0	92	125	72	10	21.4	82.9
BRYN MAWR COLLEGE		I	3	4	32.1	26.1	20.8		21.	26.3	21.4	17.4		6.1	9.5	4.8		44	42	24		49.1	81.8
BUCKNELL UNIVERSITY		IIA	1	1	36.0	26.4	20.5	17.9	20.	29.8	22.0	17.4	15.6	9.5	11.0	11.1	13.3	66	66	61	10	15.3	65.9
BUCKS COUNTY CMTY COLLEGE		III	1	1	26.4	22.0	18.6	----	20.	22.2	18.1	15.1	----	4.1	11.4	10.3	7.1	122	38	24	4	35.1	82.2
BUTLER CO CMTY COLLEGE		III	1	1	27.6	24.6	21.6	----	17.	23.5	21.0	18.3	----	7.0	7.1	7.2	7.0	11	15	11	4	38.8	89.8
CABRINI COLLEGE	LFO	IIB	2	3	----	----	19.1		19.	----	----	16.0		----	7.9	7.1		3	5	12		58.3	79.2
CALIFORNIA STATE COLLEGE		IIA	1	1	35.0	29.3	24.3	----	19.	29.7	24.5	20.0	----	9.9	10.0	10.0	----	118	136	48	3	15.0	95.1
CARLOW COLLEGE	LFO	IIB	3	3	25.9	20.0	16.4	----	20.	21.3	16.5	14.0	----	8.0	9.4	9.7	----	7	9	11	4	71.9	15.6
CEDAR CREST COLLEGE		IIB	2	2	25.7	19.5	17.1	----	17.	22.1	16.7	14.6	----	5.5	6.2	6.6	7.3	16	13	24	3	50.9	47.4
CHATHAM COLLEGE		IIB	2	2	28.2	23.7	18.6		21.	22.7	19.3	15.9		5.7	4.6	2.9		10	17	13		61.9	64.3
CHESTNUT HILL COLLEGE	10	IIB	5	5		----	----	11.9	16.		----	----	10.4		----	----	6.6		3	3	8	45.0	35.0
CHEYNEY STATE COLLEGE		IIB	1=	1=	30.3	29.1	23.8	20.1	20.	28.9	24.2	19.5	16.7	5.0	5.0	5.0	5.0	55	85	25	19	37.0	59.8
CLARION STATE C MAIN CAM	6	IIA	1	1	35.5	29.5	23.8	19.2	29.	30.3	24.6	19.5	15.5	7.8	8.6	15.5	10.2	80	101	42	14	17.5	82.5
CLARION ST C VENANGO CAM	6	III	1	1			24.8		24.			20.0			----	8.8				13		38.1	85.7
COLLEGE MISERICORDIA	10	IIB	4	4		19.1	16.0	13.6	10.		17.2	14.5	12.5		8.0	16.6	10.9		15	43	13	60.0	52.0
CC ALLEGHENY CO ALLEG CAM		III	2	2	26.2	23.9	21.8	18.1	21.	21.7	19.7	17.9	14.8	5.7	6.6	6.8	7.2	32	48	61	8	42.7	86.0
CC ALLEGHENY CO BOYCE CAM		III	1	1	26.1	24.1	22.5		21.	21.6	19.9	18.6		5.9	6.4	6.8		23	21	27		21.6	91.9
CC ALLEGHENY CO NORTH CAM		III	3	4		----	19.1		23.		----	15.6			----	8.9			3	11		52.2	21.7
CC ALLEGHENY CO SOUTH CAM		III	2	2	25.6	22.8	20.5		21.	21.1	18.8	16.9		5.9	6.5	7.8	----	19	36	25		45.7	79.0
CMTY COLLEGE OF BEAVER CO		III	2	3		22.7	20.5	16.5	21.		18.9	16.9	13.9		4.3	4.1	13.0		19	22	9	49.1	93.0
CMTY COLLEGE PHILADELPHIA		III	1	1	32.4	29.9	25.1	20.9	23.	26.5	24.3	20.2	16.8	5.4	6.2	9.1	9.3	10	77	205	23	46.4	67.8
DELAWARE VLY C SCI & AGR		IIB	3	2	24.6	21.9	19.1	15.2	15.	21.7	19.0	16.6	13.2	8.1	8.2	8.3	8.7	8	18	30	17	7.9	63.2
DICKINSON COLLEGE		IIB	1	1	31.6	25.5	18.7	----	26.	29.5	19.7	15.7	----	5.6	7.1	9.2	11.6	36	35	32	3	15.7	66.7
DICKINSON SCHOOL OF LAW		IIA	1=	1=	39.1		----		13.	34.4		----		7.0		----		9		3		25.0	56.3
DREXEL UNIVERSITY		IIA	1	1	38.3	27.7	21.4	16.9	19.	31.9	23.3	18.6	14.2	9.8	10.8	8.3	12.2	92	102	88	8	17.9	66.0
DUQUESNE UNIVERSITY	LFO	IIA	2	2	30.4	23.7	18.8	15.1	18.	25.8	20.0	15.9	12.8	12.1	6.8	9.8	8.5	90	97	62	30	28.0	81.4
EAST STROUDSBG ST COLLEGE		IIA	1	1	33.7	28.7	26.2		19.	28.4	23.9	21.8		3.7	9.6	7.9	8.4	79	80	49		23.7	85.3
EASTERN BAPTIST THEOL SEM		IIA	2	2	25.7	----			26.	29.5	----			5.2	----			7	3			9.1	99.9
EASTERN COLLEGE		IIB	2	2	24.1	20.1	17.3		15.	20.9	17.5	14.7		5.6	6.5	6.1		12	13	9		25.0	72.2
EDINBORO STATE COLLEGE		IIA	1	1	35.7	29.5	24.4	19.1	19.	30.2	24.6	20.1	15.5	6.5	5.3	5.1	8.6	133	148	97	7	15.3	93.2
ELIZABETHTOWN COLLEGE		IIB	1	1	28.2	23.1	19.7	17.6	22.	22.3	19.1	16.6	14.8	6.1	7.3	8.5	8.7	22	43	21	6	15.6	72.9
FAITH THEOLOGICAL SEM		IIA	5	5	----	----			15.	----	----			----	----			3	3				
FRANKLIN AND MARSHALL COLL	36	IIB	1=	1	35.4	27.6	20.9	16.8	25.	28.5	21.8	16.9	13.8	6.6	8.2	11.6	----	36	39	50	7		62.1
GANNON COLLEGE		IIA	3	3	25.7	22.5	19.9	----	17.	22.1	19.2	16.9	----	6.9	6.7	6.8	----	21	27	39	4	7.4	68.4
GENEVA COLLEGE		IIB	1	1	26.2	22.6	19.2	----	17.	22.5	19.5	16.5	----	6.3	7.2	7.1		18	22	12	3	16.9	83.1
GETTYSBURG COLLEGE		IIB	1	1	33.4	24.6	19.0	15.0	20.	27.7	20.4	16.0	13.6	6.6	7.1	8.2	8.5	36	51	33	9	14.5	81.7
GWYNEDD-MERCY COLLEGE		IIB	5	5	----	15.7	12.5	11.5	8.	----	14.2	11.7	10.4	----	4.5	3.6	4.1	4	9	32	29	87.3	32.9
HARCUM JUNIOR COLLEGE		III	5	5		17.7	14.7	11.6	13.		15.7	13.9	10.3	----	6.0	6.1	6.0		9	12	6	66.7	33.3
HARRISBURG AREA CC		IIA	2	1	26.7	22.7	19.0	15.4	17.	23.0	19.4	16.2	13.0	6.2	9.3	8.0	7.5	32	76	10	9	24.6	87.3

APPENDIX I

NAME OF INSTITUTION	NOTES	(1) INST CATEGORY	(2) RATING AVG COMP	(2) RATING AVG SAL	(3) AVERAGE COMPENSATION BY RANK (IN THOUSANDS) PR	AO	AI	IN	(4) FRINGE BEN AS % OF SALARY	(5) AVERAGE SALARY BY RANK (IN THOUSANDS) PR	AO	AI	IN	(6) SALARY INCREASE FOR CONTINUING FACULTY (IN PERCENT) PR	AO	AI	IN	(7) NUMBER OF FULL-TIME FAC BY RANK PR	AO	AI	IN	(8) WOMEN AS % OF TOT FAC	(9) TENURED FAC AS % OF TOT FAC
PENNSYLVANIA (CONTD)																								
HAVERFORD COLLEGE		IIB	1*	1*	35.5	26.8	19.6	----	27.	27.4	20.9	16.5	----	7.6	9.3	7.4	----	32	15	20	4	14.9	63.5
HOLY FAMILY COLLEGE		IIB	4	4	----	----	16.0	----	14.	----	----	14.0	----	----	----	7.6	----	4	3	7	4	58.3	29.2
IMMACULATA COLLEGE		IIB	1	1	----	23.0			15.	----	19.8			----	6.7	----		3	8			57.1	85.7
INDIANA U OF PENNSYLVANIA		I	2	2	34.9	29.2	23.7	18.2	19.	29.6	24.3	19.5	14.7	7.3	7.3	12.9	6.5	220	182	118	34	24.7	85.0
JUNIATA COLLEGE		IIB	1	1	29.9	22.2	18.4	----	22.	23.7	18.3	15.5	----	10.1	9.9	9.8		23	29	21	3	15.9	56.5
KING'S COLLEGE		IIB	2	2	24.4	21.1	19.1	----	19.	20.5	17.8	15.9	----	7.7	6.8	6.4		25	22	35	3	11.2	77.5
KUTZTOWN STATE COLLEGE		IIA	1	1	35.0	29.5	24.3	20.0	20.	29.6	24.6	19.9	16.2	8.0	8.4	9.2	11.9	87	114	49	15	18.9	93.2
LACKAWANNA JUNIOR COLLEGE		III	5	5		----	----	12.3	18.		----	----	10.4						3	3	15	32.0	
LAFAYETTE COLLEGE		IIB	1	1*	36.2	26.7	20.9	19.6	18.	30.3	22.2	18.1	17.4	9.8	10.2	12.3	10.1	31	39	67	14	14.7	48.7
LANCASTER THEOLOGICAL SEM		IIA	5	5	15.9	----			23.	13.0	----			14.5	----			7	3				90.0
LA ROCHE COLLEGE	10	IIB	5	5		----	14.6		10.		----	13.2		----	----	11.0	----		3	17		46.4	
LA SALLE COLLEGE		IIB	1	1	30.9	25.0	21.2	17.4	16.	27.0	21.5	18.1	15.5	8.7	10.9	11.0	17.2	29	76	53	25	15.2	71.7
LEBANON VALLEY COLLEGE		IIB	2	2	27.0	22.6	16.8		19.	23.0	18.6	14.2		5.9	6.1	2.2	----	19	23	33		20.5	73.1
LEHIGH CO CMTY COLLEGE		III	2	2	26.6	22.9	20.6	18.3	21.	22.1	18.9	17.1	14.8	4.5	4.8	4.0	----	15	24	20	8	29.9	95.5
LEHIGH UNIVERSITY		I	1	2	37.7	26.2	21.0	18.4	25.	29.4	21.2	17.6	15.4	7.6	9.9	11.5	12.8	151	95	61	10	7.8	76.2
LINCOLN UNIVERSITY		IIB	2	2	28.7	22.0	18.2	14.3	21.	23.9	18.1	14.9	11.6	5.2	3.1	5.4	6.0	16	16	25	11	24.6	42.0
LOCK HAVEN STATE COLLEGE		IIB	1*	1*	35.4	29.0	25.1	----	20.	30.0	24.1	20.3	----	6.7	7.3	8.1	----	46	69	28	4	20.8	93.3
LUTH THEOL SEM GETTYSBURG		IIA	2	5	23.4				44.	16.3				4.0				12					85.7
LUTHERAN THEOL SEM PHILA		IIA	1	4	27.6				50.	18.5				7.0				8				7.7	69.2
LUZERNE CO CMTY COLLEGE		III	2	3	29.9	22.4	19.8	14.0	19.	21.1	18.8	16.6	11.8	5.0	6.9	7.2	2.1	7	21	20	11	32.8	
LYCOMING COLLEGE		IIB	3	2	25.7	21.2	17.6	13.7	15.	22.4	18.3	15.4	12.3	5.0	5.3	6.3	----	11	17	33	7	12.7	62.0
MANSFIELD STATE COLLEGE		IIA	1	1	35.1	29.6	24.0	19.7	20.	29.8	24.7	19.7	16.2	6.2	9.3	11.0	12.3	55	76	47	10	20.7	86.7
MARYWOOD COLLEGE		IIA	4	4	24.8	21.8	19.4	17.1	18.	21.5	18.5	16.5	14.3	8.1	8.4	8.9	9.1	6	30	51	14	40.0	40.0
MERCYHURST COLLEGE	10	IIB	3	3	25.1	21.0	16.5	15.0	15.	21.5	18.2	14.3	13.4	6.3	7.9	7.0	9.3	8	29	21	12	32.9	42.9
MESSIAH COLLEGE		IIB	2	2	23.4	20.5	18.2	----	15.	20.2	17.9	15.8	----	17.6	18.5	19.0		7	15	18	3	18.8	31.3
MILLERSVILLE ST COLLEGE		IIA	1	1	35.4	29.4	24.0	20.7	20.	30.0	24.5	19.7	16.8	7.4	5.6	5.7	17.3	91	120	73	15	21.8	90.1
MONTGOMERY CO COMMUNITY C	35	III	1	2	28.6	24.2	20.7	16.3	22.	23.7	19.6	17.0	13.3	7.0	7.0	7.0	7.0	38	55	42	14	40.9	77.3
MORAVIAN COLLEGE		IIB	1	2	29.4	21.6	18.1	----	21.	23.2	17.9	15.5	----	7.7	8.4	9.0	----	24	22	33	4	27.7	68.7
MOUNT ALOYSIUS JR COLLEGE		III	5	5		15.6	----	13.8	15.		13.8	----	12.0		6.0	11.1	8.6		7	3	20	75.8	12.1
MUHLENBERG COLLEGE		IIB	1	1	32.0	24.0	17.2	----	25.	24.8	19.5	14.7	----	7.8	9.4	9.5	----	44	17	28	5	17.5	88.9
NORTHAMPTON CO AREA CC		III	2	3	26.0	22.3	18.8	16.1	24.	21.1	17.9	15.1	13.1	5.1	5.9	7.0	7.0	17	25	32	7	41.2	78.8
OUR LADY ANGELS COLLEGE		IIB	5	4	----	----	15.7	----	10.	----	----	14.1	----	----		4.0	----	3	3	16	5	77.4	
PEIRCE JUNIOR COLLEGE		III	5	5		17.3	14.6	12.6	11.		15.6	13.1	11.3		6.7	----	8.1		9	7	28	47.1	
PA COLLEGE OF OPTOMETRY		IIA	1	1		32.3	26.5		23.		26.7	21.1		----	----	5.8			8	10		20.0	40.0
PA COLLEGE PODIATRIC MED		IIA	1	1	35.9	30.8	22.7	----	19.	30.8	26.2	18.7	----	6.5	10.0	11.4	----	8	7	9	4	21.2	21.2
PA STATE U MAIN CAMPUS		I	2	2	37.3	28.3	22.4	17.4	16.	32.4	24.3	19.0	14.7	6.9	8.1	8.9	8.9	499	412	368	148	15.1	64.7
PENN STATE UNIV CAMPUSES		IIA	2	2	33.4	27.9	21.5	18.8	17.	28.9	23.9	18.2	15.9	5.1	6.0	7.1	7.1	18	57	86	46	23.7	50.2
PENN STATE UNIV CAMPUSES		III	2	2	28.5	24.8	20.4	18.2	18.	24.4	21.0	17.2	15.4	7.5	7.6	7.1	6.6	19	126	391	147	22.5	47.3
PHILA COLLEGE OF ART		IIA	4	4	28.3	19.0	15.1		16.	24.1	16.3	13.3		6.0	7.5	10.6		16	26	23		17.9	76.1
PHILA COLLEGE OF BIBLE		IIB	5	5	16.3	----	12.2	10.8	13.	19.4	----	10.7	9.5	7.8	----	8.2	----	8	3	14	6	21.9	25.9
PHILA COLLEGE PHAR & SCI		IIA	1	1	33.6	29.5	22.6	16.9	21.	27.9	23.7	18.3	15.0	9.4	10.0	8.9	7.1	25	14	15	10	27.4	98.6
PHILA C TEXTILES AND SCI		IIB	1	1	31.3	25.6	21.1	16.3	16.	27.1	21.6	18.3	14.3	10.0	10.3	9.9	----	16	22	28	6	20.3	63.5
PHILA C PERFORMING ARTS		IIA	3	3		----	21.4		19.		----	18.0			----	7.7			4	7		7.7	30.8
POINT PARK COLLEGE		IIB	3	2	24.9	19.6	16.0	12.9	14.	21.9	17.2	14.2	11.5	6.7	8.2	7.1	7.9	21	25	17	10	27.4	65.8
READING AREA CMTY COLLEGE		III	3	4	21.7	19.5	----	----	25.	17.6	15.5	----	----	6.6	6.2	----		11	9	3	5	54.8	
REFORMED PRESB THEOL SEM		IIA	5	5	----				---	----				----				4					
ROBERT MORRIS COLLEGE		IIB	1	1	----	23.7	21.2	17.4	17.	----	20.2	18.2	15.9	----	7.5	7.5	7.5	5	43	34	7	28.3	6.5
ROSEMONT COLLEGE		IIB	2	2	24.2	21.5	18.1	----	15.	21.2	18.7	15.7	----					7	16	8	2	51.5	81.8
SAINT FRANCIS COLLEGE	LFO	IIA	4	4	24.8	20.4	17.4	----	15.	21.6	17.8	14.9	----	8.6	10.0	9.9	----	21	14	22	5	16.9	66.2
SAINT JOSEPH'S UNIVERSITY	LFO	IIB	1	1	31.1	24.1	20.0	17.6	18.	26.8	20.4	16.9	14.9	7.6	7.4	7.8	8.4	26	39	46	9	12.2	71.5
SAINT VINCENT COLLEGE	LFO	IIB	2	2	27.4	23.5	19.0	13.9	18.	23.4	19.9	16.0	11.9	5.4	5.8	5.6	6.6	6	15	15	9	4.3	46.8
SAINT VINCENT SEMINARY		IIA	5	5			----		---			----								3		16.7	
SETON HILL COLLEGE	10	IIB	3	3	21.8	19.5	15.3	----	13.	19.9	17.0	13.6	----	6.5	6.8	9.5	8.6	12	17	12	4	61.7	36.2
SHIPPENSBURG ST COLLEGE		IIA	1	1	35.4	29.5	24.4	20.6	20.	30.0	24.6	20.1	16.8	7.8	8.8	8.7	13.6	99	99	72	6	11.5	86.3
SLIPPERY ROCK ST COLLEGE		IIA	1	1	32.6	29.6	24.1	19.3	19.	30.2	24.9	19.9	15.7	5.4	9.1	6.2	8.2	112	97	71	31	25.4	83.6
SPRING GARDEN COLLEGE		IIB	1	1	27.5	22.0	19.3	17.2	16.	24.5	19.0	16.5	14.2	8.0	8.0	8.0	----	13	17	10	10	42.0	66.0
SUSQUEHANNA UNIVERSITY		IIB	1	1	28.8	22.8	19.0	15.8	17.	24.2	19.6	16.7	13.8	7.8	7.8	8.0	9.2	25	29	31	9	16.7	77.1
SWARTHMORE COLLEGE		IIB	1*	1*	35.1	26.0	20.0	----	19.	29.3	22.0	17.1	----	8.4	8.8	9.6		53	38	39	5	19.1	60.3
TEMPLE UNIVERSITY		I	2	2	38.0	28.8	22.7	17.6	20.	32.2	24.1	18.8	14.2	6.1	6.2	6.1	6.2	425	447	350	134	24.6	69.2
THEOL SEM REFORMD EPIS CH		IIA	5	5	----				---	----				----				4					ALL
THIEL COLLEGE		IIB	2	2	27.8	23.4	18.3	15.1	27.	21.6	18.1	15.0	12.2	8.1	8.0	8.4	----	14	20	20	8	17.2	59.4
THOMAS JEFF UNIVERSITY		IIB	2	3		25.6	22.0	18.3	28.		20.5	17.3	14.2		8.0	6.0	8.0		11	19	14	36.0	
UNITED WESLEYAN COLLEGE		IIB	5	5			----		---			----				11.2				4		37.5	
U OF PENNSYLVANIA		I	1	1*	42.2	30.1	23.3	19.0	18.	35.4	25.2	20.5	16.7	7.1	8.7	9.1	13.2	472	243	237	10	14.6	71.9
UNIVERSITY OF SCRANTON	10	IIA	3	3	27.1	23.5	19.9	15.6	21.	22.6	19.3	16.4	13.4	8.2	8.7	8.3	----	49	34	49	9	4.9	64.6
URSINUS COLLEGE		IIB	4	4	22.7	20.4	16.6	14.5	16.	19.5	17.5	14.3	12.6	10.3	11.6	10.0	10.9	16	21	26	13	39.0	53.2
VALLEY FORGE CHRISTIAN C		IIB	4	5		----		----	32.		----		----		----				3		4	8.3	41.7
VALLEY FORGE MILITARY JC		III	5	5		----	----		13.		----	----			----				3	3			
VILLA MARIA COLLEGE	LFO	IIB	4	4			16.0	13.0	13.			14.2	12.2			7.0	7.0			25	9	60.4	37.5
VILLANOVA UNIVERSITY		IIA	2	2	32.2	25.1	20.9	15.1	15.	28.0	21.8	18.1	13.4	6.6	7.0	7.2	7.6	81	130	153	32	17.1	72.4
WASHINGTON JEFF COLLEGE		IIB	1	1	28.5	23.2	19.8	17.9	21.	23.3	19.2	16.3	15.5	6.7	9.5	10.8	12.1	21	23	20	10	6.6	76.3
WAYNESBURG COLLEGE		IIB	2	2	24.4	20.8	18.5	----	25.	19.6	16.6	14.8	----	13.6	13.6	15.9		20	11	16	3	16.7	68.5
WEST CHESTER ST COLLEGE		IIA	1	1	35.4	29.6	24.1	19.7	19.	30.0	24.7	19.9	16.1	4.4	8.5	8.8	8.8	140	192	109	27	28.6	95.7
WESTMINSTER COLLEGE		IIA	3	3	29.6	23.8	19.7	----	19.	24.3	20.1	16.6	----	6.7	6.6	7.3	----	23	39	37	5	18.5	70.4
WESTMINSTER THEOL SEM		IIA	4	5		19.8			20.		16.5				7.4				7				63.6
WESTMORELAND COUNTY CC		III	2	2		21.7	19.8	----	16.		18.4	17.2	----		6.5	7.5			12	30	4	42.9	
WIDENER COLLEGE		IIB	1	1	32.7	24.1	19.5	18.3	19.	27.5	20.2	16.4	15.3	8.5	8.9	10.1	10.7	18	37	40	8	38.9	51.9
WILKES COLLEGE		IIA	4	4	25.7	21.5	18.0	13.7	15.	22.6	18.7	15.5	12.2	7.0	7.9	8.0	10.9	36	43	62	11	20.4	
WILLIAMSPORT AREA CC		III	3	4	----	20.5	19.6	17.1	19.	----	17.3	16.5	14.3	----	7.5	7.7	9.0	5	24	45	88	14.6	82.3
WILSON COLLEGE		IIB	3	2	25.9	----	16.1		15.	22.2	----	14.0		7.3	----	7.0		6	3	10		40.9	59.1
YORK COLLEGE PENNSYLVANIA		IIA	4	4	28.4	23.8	19.9	15.7	18.	24.1	19.9	16.9	13.6	6.2	7.5	7.9	7.7	11	17	45	17	28.0	50.5
RHODE ISLAND																							
BARRINGTON COLLEGE		IIB	4	4	18.2	----	16.3		13.	15.9	----	12.7		.3	----			7	3	11		30.8	11.5
BROWN UNIVERSITY		I	1	1	38.9	26.0	20.5		24.	31.3	21.9	16.9		7.6	8.5	9.4		264	96	90		12.6	79.0
BRYANT C BUSINESS ADMIN		IIA	1	1	32.9	28.8	23.0	20.2	20.	27.3	23.8	19.6	17.6	8.5	11.7	8.6	----	15	42	22	14	30.1	72.0
NEW ENG INST TECHNOLOGY		III	5	5			16.1	----	14.			14.2	----			5.6				12	5		
PROVIDENCE COLLEGE	LFO	IIA	2	2	34.6	28.7	23.9	19.7	24.	27.6	22.7	19.3	15.8	8.0	9.3	8.3	8.6	22	48	52	32	18.8	61.9
RHODE ISLAND COLLEGE	2	IIA	2	2	30.6	24.5	21.3	17.4	20.	25.9	20.4	17.6	14.3	6.2	8.2	9.0	----	105	115	117	8	34.5	85.5
RHODE ISLAND JR COLLEGE		III	2	2	29.0	25.1	21.2	18.2	20.	24.2	20.8	17.5	12.2	16.5	7.3	7.5	5.0	10	139	119	15	44.3	78.9

APPENDIX I

NAME OF INSTITUTION	NOTES	(1) INST CATEGORY	(2) RATING AVG COMP	(2) RATING AVG SAL	(3) AVERAGE COMPENSATION BY RANK (IN THOUSANDS) PR	AO	AI	IN	(4) FRINGE BEN AS % OF SALARY PR	(5) AVERAGE SALARY BY RANK (IN THOUSANDS) PR	AO	AI	IN	(6) SALARY INCREASE FOR CONTINUING FACULTY (IN PERCENT) PR	AO	AI	IN	(7) NUMBER OF FULL-TIME FAC BY RANK PR	AO	AI	IN	(8) WOMEN AS % OF TOT FAC	(9) TENURED FAC AS % OF TOT FAC
RHODE ISLAND (CONTD)																								
RI SCHOOL OF DESIGN		IIA	3	4	29.5	24.9	20.0	14.4	20.	24.2	20.6	16.9	12.0	10.9	5.6	7.0		12	24	36	9	16.0	12.3
SALVE REGINA-NEWPORT C		IIA	5	5	23.4	19.5	16.6	13.7	15.	20.5	17.1	14.5	12.0	7.0	8.6	7.9		10	11	26	6	61.9	35.6
U OF RHODE ISLAND		I	2	3	34.1	27.0	21.9	15.4	19.	28.9	22.5	18.5	13.3	6.5	8.1	9.5	11.5	257	262	172	11	20.7	75.4
SOUTH CAROLINA																								
BAPT COLLEGE AT CHASTN		IIB	4	4	21.3	18.6	14.8	----	15.	18.4	16.3	13.0	----	4.9	4.9	5.8		18	20	34	3	42.1	34.2
BENEDICT COLLEGE		IIB	5	5	21.0	16.4	14.4	12.1	12.	18.8	14.5	12.8	10.8	7.5	6.3	5.7	8.7	13	18	33	22	36.2	37.2
CENTRAL WESLEYAN COLLEGE		IIB	5	5	15.7	----	11.3		11.	14.2	----	10.1		----	16.2	8.1		9	4	9		23.1	65.4
CITADEL MILITARY C OF SC	37	IIA	2	2	28.8	23.4	19.5		8.	26.8	21.6	17.9		10.8	11.2	10.6		40	58	52		1.3	72.5
CLAFLIN COLLEGE		IIB	5	5	17.9	17.2	15.1	12.5	13.	15.7	15.1	13.3	12.2	6.2	7.1	6.9	5.5	15	11	14	19	47.5	32.2
CLEMSON UNIVERSITY	37	I	4	3	30.8	24.9	20.0	15.7	8.	28.9	23.1	18.4	14.4	11.8	10.6	14.0	11.7	174	190	168	54	16.5	61.4
COKER COLLEGE		IIB	3	4	24.9	19.3	15.4		19.	21.1	16.0	13.0		----	8.6	8.2		6	10	16		34.3	45.7
COLLEGE OF CHARLESTON	37	IIA	4	3	25.3	22.2	19.0	15.0	9.	23.3	20.4	17.3	13.6	12.5	15.1	15.3	14.1	21	70	74	9	28.1	42.1
COLUMBIA COLLEGE		IIB	4	4	21.3	19.3	15.7	13.3	13.	18.8	16.9	13.8	12.0	5.2	6.3	6.9	----	11	13	19	8	46.8	61.3
CONVERSE COLLEGE		IIA	4	4	25.8	20.0	16.8	14.8	18.	21.7	16.7	14.5	13.0	5.0	7.4	8.6	8.4	13	26	20	7	29.9	62.7
ERSKINE C AND SEMINARY		IIA	5	5	19.8	17.3	15.7		14.	17.2	15.2	13.9		7.2	7.3	7.0		7	19	13		32.6	37.2
FRANCIS MARION COLLEGE	37	IIB	2	1	28.9	22.8	19.3	14.8	8.	27.2	21.0	17.8	13.6	9.5	10.9	11.9	15.4	14	30	27	25	22.9	59.4
FURMAN UNIVERSITY		IIA	3	3	28.0	22.0	18.3		17.	23.8	18.6	16.0		8.3	9.2	9.8	----	44	43	42		10.9	78.3
LANDER COLLEGE	37	IIB	2	1	26.4	21.9	18.5	15.5	8.	24.6	20.2	17.0	14.2	11.6	11.8	12.4	11.0	9	31	30	7	33.8	62.5
LIMESTONE COLLEGE		IIB	4	4	19.3	16.1	14.8		11.	17.3	14.5	12.4		6.2	7.8	----		8	15	6		35.5	74.2
LUTHERAN THEOL STHN SEM		I	5	5	25.6	----			21.	21.3	----			6.5				6	3				90.0
MORRIS COLLEGE		IIB	5	5		----	13.0	11.9	7.		----	12.1	11.1	----	----	5.1	8.9		4	12	11	43.2	13.5
NEWBERRY COLLEGE		IIB	4	4	20.5	17.2	16.5	14.2	18.	17.3	14.4	13.9	12.3	3.0	5.3	7.4	7.7	15	14	13	9	23.1	50.0
NORTH GREENVILLE COLLEGE		III	5	5		----	9.9	11.				----	9.0			----	7.9			5	18	38.5	61.5
PRESBYTERIAN COLLEGE		IIB	2	2	24.9	18.9	17.4	----	14.	21.8	16.6	15.5	----	6.7	7.4	9.3		17	17	6	3	20.4	65.3
SC STATE COLLEGE	37	IIA	4	4	26.0	21.7	19.0	15.2	8.	24.2	20.0	17.5	13.9	10.5	8.9	9.0	9.8	35	46	74	51	37.7	43.4
U OF SC AT COLUMBIA	38	I	4	3	33.2	24.9	19.9	15.3	7.	31.4	23.2	18.8	14.1	7.9	8.7	9.3	9.6	223	303	275	90	22.0	55.3
U OF SC AT AIKEN	38	IIB	3	2	----	20.7	16.4		8.	----	19.2	15.1		----	9.8	10.2		4	26	37		33.3	46.4
U OF SC AT SALKEHATCHIE	38	III	5	5			----		---			----			----	11.0				5		33.3	33.3
U OF SC AT BEAUFORT	38	III	5	4			16.2		9.			14.9			----	----	----			7		33.3	33.3
U OF SC COASTAL CAROLINA	38	IIB	3	2	24.2	20.4	17.6	----	8.	22.4	18.8	16.2	----	10.4	9.1	10.1	----	9	31	39	4	29.4	51.8
U OF SC AT LANCASTER	38	III	4	3		----	16.7		8.		----	15.4			----	10.2	----		5	11		30.4	43.5
U OF SC AT SPARTANBURG	38	IIB	3	3		20.5	17.8	15.0	8.		19.0	16.4	13.8		8.7	8.8	9.8		25	35	18	37.0	25.9
U OF SC AT SUMTER	38	III	5	4		----	16.7	15.3	9.		----	15.3	14.0			11.3	10.2		3	23	12	23.7	10.5
U OF SC AT UNION	38	III	4	3		----	----		8.		----	----				10.3			3	5		11.1	66.7
WINTHROP COLLEGE	37	IIA	3	2	28.9	24.0	19.7	14.4	8.	27.0	22.2	18.2	13.1	11.1	12.4	11.8	12.7	55	38	76	36	37.0	54.0
WOFFORD COLLEGE		IIB	2	1	26.7	20.9	16.3		14.	23.5	18.3	14.5		6.6	6.4	8.2		15	21	11		5.8	75.0
SOUTH DAKOTA																								
AUGUSTANA COLLEGE		IIA	4	4	24.9	21.0	17.8	15.0	17.	21.1	17.8	15.4	13.0	6.6	7.1	7.3	7.0	33	37	41	7	19.5	70.7
BLACK HILLS STATE COLLEGE		IIA	4	4	23.6	19.9	17.6	15.1	14.	20.8	17.5	15.5	13.2	7.9	7.7	12.7	10.0	27	21	32	11	20.9	67.0
DAKOTA STATE COLLEGE		IIB	4	3	21.6	19.2	17.2	13.5	12.	19.4	17.2	15.2	12.4	6.9	7.8	8.3	9.2	12	9	14	12	29.8	59.6
DAKOTA WESLEYAN U		IIB	4	3	21.3	20.1	15.6	----	13.	18.6	17.6	14.0	----	7.4	7.3	7.9		6	6	14	3	30.3	
HURON COLLEGE		IIB	5	5	----	----	13.8	13.1	15.	----	----	12.2	11.5		----	6.8	----	4	5	11	6	17.9	
MOUNT MARTY COLLEGE		IIB	4	4		----	16.4	----	12.		----	14.6	----		----	5.1	7.9		4	17	5	60.0	33.3
NORTH AMERICAN BAPT SEM		IIA	5	5	----		----		24.	----		----		----				5	3				
NORTHERN STATE COLLEGE		IIA	4	4	23.8	20.9	18.2	16.9	14.	20.9	18.4	16.0	14.8	8.9	9.7	10.9	12.2	25	21	48	21	23.9	67.5
SIOUX FALLS COLLEGE		IIB	4	4	19.9	17.6	16.2	----	15.	17.2	15.3	14.1	----	4.6	5.6	8.5	----	9	8	14	3	20.0	48.6
SD SCH MINES & TECHNOLOGY		IIA	2	2	27.6	22.9	19.5		11.	24.9	19.8	17.4		7.3	8.6	7.7		33	29	26		7.6	87.9
SD STATE UNIVERSITY		IIA	4	3	25.6	21.3	18.3	15.9	14.	22.5	18.6	15.9	13.9	8.5	9.9	8.3	13.7	97	106	69	35	25.5	64.8
U OF SD MAIN CAMPUS		I	5	5	28.0	21.7	18.3	15.3	14.	24.8	19.0	16.0	13.3	8.1	7.2	10.2	13.2	79	81	70	33	22.3	55.8
U OF SD AT SPRINGFIELD		IIB	3	3	----	20.7	19.5	16.3	14.	----	18.1	17.1	14.2	----	10.3	6.7	8.6	4	20	13	13	10.7	66.1
YANKTON COLLEGE		IIB	5	5	17.7	----	14.1	----	14.	15.3	----	12.5	----	4.4	----	4.1	----	7	5	13	3	16.7	36.7
TENNESSEE																								
AUSTIN PEAY ST UNIVERSITY	3	IIA	4	4	27.5	22.6	18.0	14.5	14.	24.3	19.7	15.7	12.5	7.3	8.4	8.1	7.5	44	51	69	18	18.8	48.4
BELMONT COLLEGE		IIB	4	3	21.4	17.7	15.8	13.7	12.	19.2	15.8	14.1	12.1	10.1	11.0	10.1	----	23	20	18	13	40.5	50.0
BETHEL COLLEGE		IIB	5	4	17.2	14.8	----		13.	15.2	13.0	----		----	7.6			7	8	3		15.8	57.9
BRYAN COLLEGE		IIB	4	4	----	----	15.4		13.	----	----	13.6		----	----	5.2		4	3	23		24.2	45.5
CARSON-NEWMAN COLLEGE		IIB	4	3	20.1	17.7	15.6	14.9	11.	18.1	16.0	14.7	13.2	8.0	8.1	8.0	9.6	21	33	25	6	24.7	70.8
CHATTANOOGA ST TECH CC		III	3	3		22.1	20.6	18.3	13.			19.5	18.	16.1		5.0	8.1	7.0		18	16	53	38.7	24.7
CHRISTIAN BROS COLLEGE	LFO	IIB	3	3	24.3	18.9	15.1	----	13.	21.7	16.7	13.3	----	6.9	7.0	8.8	----	12	30	18	4	10.6	40.9
CLEVELAND ST CMTY COLLEGE		III	4	4		20.5	18.6	15.6	15.		17.9	16.2	13.5	----	10.8	8.8	10.7		31	23	26	38.4	55.8
COLUMBIA ST CMTY COLLEGE		III	3	4		21.5	19.5	15.1	14.		18.8	17.0	13.3		8.2	7.6	8.2		14	18	18	47.3	47.3
DAVID LIPSCOMB COLLEGE		IIB	4	4	18.6	16.1	14.4	12.3	9.	17.1	14.8	13.2	11.2	9.9	11.0	14.3	16.7	42	13	13	15	16.3	53.5
DYERSBURG ST CMTY COLLEGE		III	4	4		----	18.2	15.3	14.		----	16.0	13.4			10.2	9.6		3	16	9	31.0	62.1
EAST TENN ST UNIVERSITY		IIA	2	2	32.1	26.6	21.9	18.0	24.	26.1	21.5	17.6	14.5	7.8	9.5	12.1	11.7	101	123	116	72	27.0	61.2
FISK UNIVERSITY		IIA	5	4	25.9	20.8	17.1	14.5	15.	22.6	18.1	14.8	12.6	3.1	5.2	4.7	7.1	10	20	21	13	27.3	56.1
JACKSON ST CMTY COLLEGE		III	3	3	----	20.9	18.5	16.5	14.	----	18.4	16.2	14.4	----	9.2	9.6	9.2	3	20	23	21	34.7	55.6
JOHNSON BIBLE COLLEGE		IIB	4	5	----		----	----	52.	----		----	----	----			----	3		4	3	8.3	
KING COLLEGE		IIB	4	4	20.3	----	15.4		14.	17.9	----	13.5		----	----	----		6	5	9		14.3	
KNOXVILLE COLLEGE		IIB	5	5	19.3	----	13.5	11.5	14.	17.0	----	11.9	10.3	8.1	.9	2.0		9	5	17	7	51.2	51.2
LAMBUTH COLLEGE		IIB	3	3	21.6	18.8	16.7	----	18.	18.4	16.0	14.1	----	6.7	7.9	8.2	----	11	18	14	3	23.5	72.5
LANE COLLEGE		IIB	5	5	15.2	14.4	12.9	11.5	11.	13.8	13.0	11.7	10.1	5.4	5.9	5.1	6.2	12	10	8	8	30.8	53.8
LINCOLN MEM UNIVERSITY		IIB	5	5			12.1	12.5	20.			12.6	11.2		----	12.8	7.2			14	12	48.6	21.6
MARYVILLE COLLEGE		IIB	5	5	18.3	14.7	12.7	11.1	12.	16.2	12.9	11.4	10.3	7.5	9.2	9.4	7.2	9	13	14	9	42.2	42.2
MEMPHIS ACADEMY OF ARTS		IIB	3	3	----	----	----		16.	----	----	----		14.0	----	----		5	5	4		6.3	93.8
MEMPHIS STATE UNIVERSITY		I	5	5	30.7	25.4	20.3	15.8	14.	27.2	22.3	17.7	13.8	7.5	9.6	9.4	10.4	191	183	262	110	24.6	55.5
MEMPHIS THEOLOGICAL SEM		IIA	5	5	----				---	----								4					66.7
MEMPHIS THEOLOGICAL SEM		IIA	5	5	----				---	----								4					66.7
MIDDLE TENN ST UNIVERSITY		I	4	5	30.5	25.3	21.5	16.9	24.	24.8	20.4	17.4	13.6	5.5	8.2	10.5	8.8	106	131	111	62	24.6	68.4
MOTLOW STATE CMTY COLLEGE		III	4	4		20.5	17.6	16.1	13.		18.2	15.5	14.3		9.6	12.4			9	7	25	48.9	38.3
ROANE STATE CMTY COLLEGE		III	3	3		21.8	18.8	17.5	14.		19.1	16.6	15.2		7.2	3.8	5.6		11	14	20	35.4	35.4
SCARRITT COLLEGE		IIA	4	5		----			---		----			----	----				3			27.3	36.4
STHN COLLEGE OF OPTOMETRY		IIA	1	1		----	31.5	25.0	21.		----	26.0	21.3			12.7	13.6		4	12	10		6.5
STHN MISSIONARY COLLEGE		IIB	5	5	16.0	15.2	14.4	13.5	13.	14.3	13.5	12.8	11.9			----	11.5	17	35	33	14	30.5	77.1
SOUTHWESTERN AT MEMPHIS		IIB	1	1	28.8	23.1	16.2		23.	23.4	18.7	13.7		5.2	6.6	8.5		37	27	16		13.4	78.0
STATE TECH INST MEMPHIS		III	4	4	22.1	20.1	18.0	15.2	14.	19.4	17.5	15.8	13.3	12.2	11.1	10.4	12.0	18	27	32	46	29.3	58.5
STEED COLLEGE		IIB	5	5				11.3	10.				10.3				6.0				10	41.7	
TENNESSEE ST UNIVERSITY		IIA	3	3	29.6	23.8	18.4	16.7	14.	26.1	20.9	16.2	14.7	4.9	6.5	5.7	6.5	75	109	129	84	41.5	61.2
TENNESSEE TECHNOLOGICAL U		IIA	2	2	29.3	24.1	20.6	16.2	15.	25.7	20.9	17.7	13.7	9.2	9.7	9.6	9.5	88	93	97	15	17.4	71.0
TENN WESLEYAN COLLEGE		IIB	5	5	----	----	13.4	----	18.	----	----	11.3	----	----	----	10.9	----	4	4	6	4	25.0	75.0

APPENDIX I

NAME OF INSTITUTION	NOTES	(1) INST CATEGORY	(2) RATING AVG COMP	(2) RATING AVG SAL	(3) AVERAGE COMPENSATION BY RANK (IN THOUSANDS) PR	AO	AI	IN	(4) FRINGE BEN AS % OF SALARY	(5) AVERAGE SALARY BY RANK (IN THOUSANDS) PR	AO	AI	IN	(6) SALARY INCREASE FOR CONTINUING FACULTY (IN PERCENT) PR	AO	AI	IN	(7) NUMBER OF FULL-TIME FAC BY RANK PR	AO	AI	IN	(8) WOMEN AS % OF TOT FAC	(9) TENURED FAC AS % OF TOT FAC
TENNESSEE (CONTD)																								
TREVECCA NAZARENE COLLEGE		IIB	4	4	18.4	15.8	14.0		14.	16.0	13.8	12.5		5.2	5.9	----			11	10	9		35.3	38.2
TUSCULUM COLLEGE		IIB	5	5		----	14.5	11.6	14.		----	12.8	10.3	----			----			5	11	8	35.7	32.1
UNION UNIVERSITY		IIB	4	4	21.7	18.9	16.4	14.1	10.	20.0	17.3	14.9	12.8	6.7	6.8	6.7	6.7	8	13	20	18	44.3	34.4
UNIVERSITY OF THE SOUTH		IIB	1	2	29.2	23.1	18.9	16.0	26.	23.0	18.1	15.0	13.3	10.2	11.6	12.8	12.8	28	27	22	9	7.9	65.2
U OF TENNESSEE KNOXVILLE		I	3	3	31.9	25.1	20.5	15.3	14.	28.2	22.0	17.9	12.5	8.4	9.2	10.2	12.2	375	369	284	72	18.7	68.8
U OF TENN AT CHATTANOOGA		IIA	3	3	28.9	23.8	18.8	14.9	14.	25.5	20.8	16.5	12.9	7.3	7.9	10.1	7.8	47	95	93	11	25.2	53.6
U OF TENNESSEE AT MARTIN		IIA	3	3	25.4	22.1	18.6	----	14.	22.3	19.4	16.2	----	9.9	9.6	9.7	----	41	112	57	3	27.2	87.6
VANDERBILT UNIVERSITY		I	3	3	35.2	25.5	19.8	16.3	18.	30.0	21.2	16.7	14.5	6.9	7.5	6.5	10.2	208	172	125	21	21.7	69.3
VOLUNTEER ST CMTY COLLEGE		III	3	3	----	21.3	18.6	15.9	13.	----	18.8	16.4	14.0	----	7.2	7.7	9.7	4	22	34	8	45.9	51.4
WALTERS ST CMTY COLLEGE		III	4	4	----	21.1	18.6	16.2	14.	----	18.4	16.3	14.2	----	6.9	9.8	12.3		8	39	20	40.0	45.3
TEXAS																								
ABILENE CHRSTN UNIVERSITY		IIA	3	3	26.1	21.7	18.0	15.2	16.	22.4	18.7	15.6	13.4	2.6	5.9	8.4	----	73	38	42	14	18.9	69.8
AMARILLO COLLEGE		III	3	3	23.2	21.5	20.5	18.4	18.	19.9	18.3	17.4	15.6					33	35	32	94	45.5	56.6
ANGELO STATE UNIVERSITY		IIA	2	2	29.5	25.7	23.3	16.4	21.	24.7	21.3	19.1	13.3	7.4	8.1	8.7	11.8	43	47	27	32	27.6	59.2
AUSTIN COLLEGE		IIA	3	3	26.8	22.5	18.4	15.8	19.	22.7	18.9	15.1	13.1	6.0	6.5	8.8	7.9	29	15	20	6	16.0	62.7
BAYLOR UNIVERSITY	2	I	4	5	33.8	25.6	21.2	18.8	21.	27.6	20.9	17.8	15.8	11.3	10.3	13.7	13.3	121	104	111	15	33.5	64.2
BRAZOSPORT COLLEGE		III	2	2	24.5	22.5	18.3		18.	21.0	19.2	15.5		10.8	10.9	13.8		18	29	31		18.1	59.0
CONCORDIA LUTH COLLEGE		III	4	5	----	----	----		21.	----	----	----		----	----	----		4	3	4		20.0	53.3
DALLAS BAPTIST COLLEGE		IIB	3	3	21.5	19.1	16.9	14.7	15.	18.8	16.5	14.7	13.0	4.5	9.8	6.4	10.6	12	8	14	8	44.4	46.7
DALLAS CHRISTIAN COLLEGE		IIB	5	5		----			---		----				----				3			33.3	55.6
DALLAS THEOL SEMINARY		I	5	5	23.6	20.6	18.8	14.7	10.	21.7	18.8	17.1	13.4	11.9	11.8	11.5	11.4	9	11	10	8		52.6
DEL MAR COLLEGE	11	III	2	2	28.0	23.6	20.7	18.4	18.	24.0	20.0	17.6	15.5	5.5	6.6	7.2	8.5	32	65	77	62	37.9	75.8
EAST TEXAS BAPT COLLEGE	3	IIB	4	4	21.1	17.7	15.4	----	15.	18.5	15.3	13.3	----	9.7	10.9	11.5	----	14	7	14	4	40.0	
EAST TEXAS ST UNIVERSITY		I	4	5	29.8	24.6	20.7	18.0	21.	25.1	20.4	16.9	14.6	5.6	6.6	6.8	5.9	115	93	73	44	20.2	72.2
EPIS THEOL SEM SOUTHWEST		IIA	1	5	27.0				71.	15.8								6					ALL
GULF COAST BIBLE COLLEGE		IIB	3	3	----	----			15.	----	----							3	5			23.1	30.8
HARDIN-SIMMONS UNIVERSITY		IIA	5	5	21.4	18.3	15.9	----	15.	18.3	15.8	13.9	----	6.6	7.0	8.3	----	26	19	27	5	24.4	62.2
HOUSTON BAPT UNIVERSITY		IIB	2	2	26.9	22.6	19.6	17.1	21.	21.7	18.5	16.6	14.9	9.2	9.4	8.4	11.0	17	30	29	10	47.4	6.3
HOWARD PAYNE UNIVERSITY		IIB	4	4	17.5	18.0	14.8	12.2	15.	14.8	15.6	13.3	11.3					21	23	17	9	28.4	9.5
INCARNATE WORD COLLEGE		IIA	5	5	24.0	19.0	16.1	13.5	9.	21.9	17.2	14.8	12.5	8.1	9.6	10.3	9.3	13	20	20	10	68.3	42.9
JARVIS CHRISTIAN COLLEGE		IIB	4	5	22.3	18.1	15.5	----	10.	20.2	16.2	14.1	----	9.5	10.4	12.5		9	7	11	4	18.9	8.1
LAMAR UNIVERSITY		IIA	2	3	31.0	25.6	21.3	17.1	21.	26.0	21.1	17.4	13.9	3.5	5.1	4.4	10.3	92	83	87	109	29.6	69.6
LETOURNEAU COLLEGE		IIB	4	4	19.6	16.8	16.1	12.7	11.	17.9	15.3	14.4	11.2	8.5	8.1	7.7	9.2	9	19	13	12	7.4	22.2
LUBBOCK CHRISTIAN COLLEGE		IIB	4	4	19.1	16.8	13.2		13.	16.8	14.9	11.6		8.1	8.3	8.8	----	8	26	12		37.5	52.1
MCMURRY COLLEGE		IIB	4	4	20.8	17.7	15.3	----	15.	18.2	15.4	13.2	----	10.4	14.4	10.3		16	11	20	4	27.3	43.6
U OF MARY HARDIN-BAYLOR		IIB	4	4	21.3	17.5	15.4	13.0	18.	17.7	14.8	13.2	11.7	5.5	8.4	6.1	----	9	14	14	9	53.6	33.9
MIDWESTERN ST UNIVERSITY	11	IIA	2	3	29.9	25.6	21.2	16.4	21.	25.0	21.1	17.3	13.2	5.6	6.6	7.7	9.7	35	27	54	18	19.0	67.9
NORTH TEXAS ST UNIVERSITY		I	3	4	32.1	26.4	21.9	18.3	20.	27.0	21.9	17.9	14.8	4.6	5.5	6.0	5.1	241	184	198	31	20.8	72.5
OUR LADY OF LAKE U	10	IIA	5	5	21.4	19.8	17.1	13.4	13.	19.0	17.4	15.2	11.9	7.0	8.9	7.9	5.7	12	16	26	28	56.3	28.7
PAN AMERICAN UNIVERSITY		IIA	2	3	31.6	27.2	21.3	18.1	21.	26.7	22.5	17.5	14.9	5.9	10.1	9.2	10.0	39	71	111	61	31.2	80.9
PAUL QUINN COLLEGE		IIB	5	5	----		12.1	----	8.	----		11.2	----					5		12	3	37.9	34.5
MIDLAND COLLEGE		III	2	2	24.1	----		19.9	12.	21.7	----		17.8	22.4	----		21.3	16	4		9	54.8	
ODESSA COLLEGE		III	2	2	27.4	22.7	21.1	18.7	18.	23.3	19.1	17.8	15.8	6.7	8.6	8.1	8.7	25	37	38	37	39.4	31.4
PRAIRIE VIEW A&M U		IIA	4	4	----	23.8	20.8	17.0	23.	----	19.6	17.0	13.7					4	43	93	68	34.9	30.6
RICE UNIVERSITY		I	2	1	36.3	25.4	20.9	16.5	14.	31.8	22.3	18.4	14.6	10.8	14.0	12.9	9.2	160	74	65	12	11.2	68.4
SAINT EDWARD'S UNIVERSITY		IIB	4	3	22.8	19.9	16.9	12.7	11.	20.6	17.1	14.3	11.7	7.0	8.5	7.6	7.9	12	21	23	10	26.4	23.6
SNT MARY'S U SAN ANTONIO	LFD	IIA	4	4	24.5	18.4	16.1	12.5	11.	22.0	16.5	14.5	11.6	2.9	6.1	7.9	----	37	40	20	9	19.4	32.4
SAINT PHILIP'S COLLEGE		III	3	3	----	24.0	20.9	18.2	18.	----	20.4	17.7	15.4					4	23	57	86	40.5	37.0
SAM HOUSTON ST UNIVERSITY		IIA	2	2	29.1	26.0	22.4	17.5	21.	24.3	21.5	18.3	14.2	5.5	4.5	3.5	2.6	107	111	96	39	21.0	70.3
SAN ANTONIO COLLEGE		III	2	1	27.7	24.3	21.4	18.3	17.	23.8	20.8	18.3	15.6	6.7	5.2	6.2	7.1	74	148	141	80	35.5	72.8
SCHREINER COLLEGE		III	4	4	17.3				8.	16.1				5.1			----	7				22.2	50.0
SOUTH PLAINS COLLEGE		III	3	3	21.4	20.9	18.7	16.7	16.	18.5	18.1	16.1	14.4	9.4	9.5	9.3	9.8	13	19	24	29	30.7	62.5
SOUTHERN METH UNIVERSITY		I	3	3	34.1	25.1	20.0	13.1	13.	30.4	22.1	17.8	11.7	7.2	8.4	8.2	8.0	156	133	131	24	18.1	65.8
STHWST TEX ST UNIVERSITY		IIA	3	3	29.7	26.1	21.1	16.9	20.	25.1	21.9	17.5	13.9	6.5	7.3	7.1	8.2	84	116	140	122	29.7	53.2
STHWSTN CHRISTIAN COLLEGE		III	5	5			13.8	11.7	10.			12.6	10.7			14.3	17.9			7	9	38.9	61.1
SOUTHWESTERN UNIVERSITY		IIB	2	2	28.9	21.9	17.0	----	20.	21.5	18.3	14.1	----	7.1	7.8	7.0		19	12	18	3	21.8	65.5
STEPHEN F AUSTIN STATE U	11	IIA	2	2	29.8	25.0	21.2	17.3	21.	25.0	20.6	17.3	14.1	4.1	5.9	4.9	4.8	108	103	101	53	19.9	74.9
SUL ROSS STATE UNIVERSITY	11	IIA	3	4	26.0	24.2	20.1	16.7	22.	21.6	20.1	16.4	13.6	5.3	4.9	5.0	7.2	17	19	29	12	17.1	37.8
TARLETON STATE UNIVERSITY	11	IIA	4	4	26.2	22.6	20.1	16.5	23.	21.6	18.5	16.3	13.3	8.9	10.5	10.0	11.7	30	18	53	21	23.4	64.5
TEXAS A&M U MAIN CAMPUS	11	I	3	3	35.0	27.8	22.7	17.5	21.	29.6	23.0	18.5	14.2	6.5	7.2	7.4	6.8	384	387	444	35	9.4	55.8
TEX A&M U AT GALVESTON	11	IIB	2	2	----	23.4	19.5		23.	----	19.2	15.7		----	----	8.0		3	9	17		3.1	28.1
TEXAS A&I UNIVERSITY	11	IIA	2	3	29.6	24.2	20.8	16.2	21.	24.9	20.0	17.0	13.3	5.1	5.7	5.8	5.1	61	65	58	29	21.3	76.9
CORPUS CHRISTI STATE U	11	IIA	2	3	31.3	24.9	20.6	15.1	22.	26.3	20.5	16.8	12.0	3.2	5.9	8.2	8.6	12	43	30	6	28.4	40.0
LAREDO STATE UNIVERSITY	11	IIA	2	2	29.4	----	----	----	20.	24.8	----	----	----	2.6	3.3	----	----	8	5	5	3	8.7	69.6
TEXAS CHRISTIAN U		I	5	5	28.7	22.9	19.0	15.2	17.	24.5	19.5	16.3	13.2	2.9	4.3	4.0	2.8	76	102	114	22	31.2	64.0
TEXAS COLLEGE		IIB	5	5	17.9	14.8		9.9	11.	15.9	13.5		9.0	----	----	----	11.0	6	6		19	50.0	22.2
TEXAS COLLEGE OSTEO MED	11	IIA	1*	1*	43.6	36.1	30.0		17.	37.7	30.9	25.2		3.5	5.1	8.4		17	28	30		11.3	2.5
TEXAS EASTERN UNIVERSITY	11	IIA	2	3	27.6	23.2	20.3		22.	23.0	19.1	16.5		6.7	7.9	8.1		17	26	20		23.9	56.7
TEXAS LUTHERAN COLLEGE		IIB	3	3	23.3	20.2	17.9	----	17.	19.9	17.3	15.3	----	6.6	7.0	7.0	----	10	16	27	3	20.3	62.7
TEXAS SOUTHERN UNIVERSITY		I	5	5	29.4	25.7	21.2	16.8	22.	24.5	21.3	17.3	13.7	5.5	5.3	6.6	5.9	58	66	143	76	37.0	48.1
TEXAS TECH UNIVERSITY	11	I	4	5	30.5	24.5	20.6	13.1	21.	25.6	20.3	16.8	10.3					276	294	219	41	22.2	66.7
TEXAS WESLEYAN COLLEGE		IIB	3	3	21.5	18.5	17.1	14.5	9.	19.8	17.0	15.6	13.2	8.8	8.2	8.2	11.0	17	30	23	8	27.8	70.9
TEXAS WOMAN'S UNIVERSITY		I	5	5	30.0	26.8	21.5	17.0	21.	25.1	22.4	17.7	13.8	6.0	9.0	7.8	5.5	65	97	156	77	69.4	40.0
TRINITY UNIVERSITY		IIA	2	2	29.6	24.8	20.8	17.5	17.	25.3	21.0	17.9	15.3	9.2	9.3	9.5	7.2	50	71	52	17	17.9	67.2
U OF HOUSTON CEN CAMPUS	11	I	2	2	35.6	26.9	22.2	18.5	20.	30.2	22.3	18.2	15.0					307	332	234	11	13.3	69.3
U HOUSTON CLEAR LAKE CITY	11	IIA	2	2	33.2	26.6	22.0	21.6	22.	27.9	21.8	17.8	17.5	10.7	11.7	15.8	8.5	13	69	61	19	30.7	45.2
U OF HOUSTON DOWNTOWN C	11	IIB	3	3		21.9	18.8	17.4	16.		18.9	16.2	14.9		6.9	6.6	4.5		25	55	18	38.0	40.0
U HOUSTON VICTORIA CAMPUS	11	IIA	5	4		19.3	19.4		15.		16.8	16.9			5.5	----			9	8		18.2	59.1
UNIVERSITY OF SNT THOMAS	LFD	IIA	5	5	19.3	17.7	15.8	14.9	14.	17.0	15.5	13.8	13.1	13.5	14.7	8.6	9.3	20	28	29	17	53.7	42.1
U OF TEXAS AT AUSTIN		I	2	2	36.4	27.0	22.0	17.3	20.	31.0	22.3	17.9	14.0	6.3	6.9	7.8	8.1	676	458	531	54	18.8	67.4
U OF TEXAS AT ARLINGTON		IIA	2	2	32.3	25.8	21.2	15.5	21.	27.2	21.3	17.4	12.5	9.8	9.2	11.3	6.3	150	199	202	31	18.9	67.7
U OF TEXAS AT DALLAS		IIA	1	1	38.3	26.8	21.5	----	20.	32.7	22.2	17.6	----	5.1	5.7	7.0	----	37	54	87	3	17.3	49.7
U OF TEXAS AT EL PASO		IIA	2	2	31.5	26.6	22.2	18.0	21.	26.4	21.9	18.1	14.5	6.2	7.0	7.9	8.9	108	117	161	18	27.5	71.8
U OF TEXAS PERMIAN BASIN		IIA	2	3	30.4	23.9	19.9		21.	25.5	19.6	16.3		7.4	7.6	10.6		12	20	27		14.1	28.1
U OF TEXAS SAN ANTONIO		IIA	3	3	29.9	24.5	19.9	17.6	22.	25.0	20.2	16.2	14.3	4.3	5.5	6.6	5.9	39	57	128	6	22.9	38.1
U OF TEXAS AT TYLER		IIA	2	3	27.9	23.5	20.4		23.	23.0	19.1	16.5		6.7	7.9	8.1		17	26	20		23.9	56.7
WEST TEXAS ST UNIVERSITY		IIA	3	3	29.4	24.9	20.7	16.9	21.	24.6	20.6	17.0	13.8	6.6	6.4	6.7	7.3	45	56	84	34	25.3	68.3
WESTERN TEXAS COLLEGE		III	4	4	----	18.8	17.3	15.0	15.	----	16.6	15.2	13.0	----	8.3	7.4	8.8	4	9	13	13	24.4	
WILEY COLLEGE		IIB	5	5	18.2	15.5	----	12.0	18.	16.4	13.1	----	10.1	5.0	5.1	----	----	6	11	3	11	36.8	39.5

APPENDIX I

NAME OF INSTITUTION	NOTES	(1) INST CATEGORY	(2) RATING AVG C O M P	S A L	(3) AVERAGE COMPENSATION BY RANK (IN THOUSANDS) PR	AO	AI	IN	(4) FRINGE BEN AS % OF SALARY PR	(5) AVERAGE SALARY BY RANK (IN THOUSANDS) PR	AO	AI	IN	(6) SALARY INCREASE FOR CONTINUING FACULTY (IN PERCENT) PR	AO	AI	IN	(7) NUMBER OF FULL-TIME FAC BY RANK PR	AO	AI	IN	(8) WOMEN AS % OF TOT FAC	(9) TENURED FAC AS % OF TOT FAC
U T A H																								
DIXIE COLLEGE		III	2	3		25.0	22.7	18.2	26.		19.9	18.0	14.4		9.1	9.5	13.4			6	28	22	17.2	56.3
SNOW COLLEGE		III	2	3	----	24.4	20.1	16.9	25.	----	19.7	16.0	13.3	----	6.9	8.7	9.2	5	11	11	20	21.6	43.1
SOUTHERN UTAH ST COLLEGE		IIB	1	2	29.8	23.4	20.2	----	26.	23.4	18.6	16.0	----	6.7	8.1	8.8	----	19	40	30	5	11.5	59.4
UNIVERSITY OF UTAH		I	2	2	36.4	27.5	22.9	19.7	23.	30.0	22.2	18.3	15.7	6.6	7.4	7.2	6.6	376	215	187	57	15.2	62.2
UTAH STATE UNIVERSITY		I	3	4	22.5	26.2	21.9	17.4	23.	26.6	21.3	17.7	14.2	5.7	6.0	7.2	6.3	184	168	110	25	14.3	72.1
WEBER STATE COLLEGE		IIB	1	1	29.1	24.9	21.6	17.7	24.	23.6	20.0	17.2	14.3	6.8	7.7	7.3	8.6	109	76	106	20	25.2	63.1
WESTMINSTER COLLEGE		IIB	4	3	20.8	18.9	15.5		12.	18.3	16.7	14.0		6.9	7.0	7.8	----	12	11	23		39.6	43.4
V E R M O N T																								
CASTLETON STATE COLLEGE		IIA	4	5	23.7	20.1	17.7	15.8	30.	18.2	15.5	13.6	12.1					19	30	24	11	25.3	55.2
CHAMPLAIN COLLEGE		III	4	4	----	17.6	17.7	14.1	13.	----	15.6	15.7	12.5	----	7.3	6.7	----	4	9	15	7	41.7	
GREEN MOUNTAIN COLLEGE		IIB	4	5		18.1	16.1	----	21.		15.0	13.3	----	----	6.4	6.3	----		11	9	4	34.5	
JOHNSON STATE COLLEGE		IIA	5	5	23.7	20.3	18.3	14.4	26.	18.9	16.2	14.5	11.4				----	8	22	15	9	21.8	56.4
LYNDON STATE COLLEGE		IIB	3	4	22.8	19.7	16.8	15.1	26.	18.2	15.6	13.3	12.1	4.9	5.7	6.8	7.4	9	21	12	13	26.3	45.6
MIDDLEBURY COLLEGE		IIB	1	1	29.9	22.7	17.8	15.8	13.	26.1	19.7	16.0	14.3	7.8	8.8	9.9	10.1	41	16	44	17	14.3	48.7
NORWICH U MAIN CAM		IIB	2	2	26.8	21.2	18.3	14.3	16.	23.4	18.4	15.8	12.3	8.0	8.8	8.5	8.9	14	36	44	17	20.7	46.8
SAINT MICHAEL'S COLLEGE	LFO	IIA	4	4	26.0	20.6	16.7	----	14.	22.8	18.0	14.6	----					29	25	38	3	16.3	68.4
TRINITY COLLEGE	10	IIB	5	5		17.1	13.6	----	11.		15.4	12.3	----		8.6	8.6			7	8	3	69.2	
U VT & STATE AGRI COLLEGE		I	3	4	22.2	25.1	21.1	----	22.	26.6	20.5	17.0	----	8.6	8.5	8.8	----	157	145	112	5	18.0	78.4
VERMONT COLLEGE		IIB	2	2	--	21.0	18.5	----	15.	----	18.2	16.0	----	----	8.8	8.5	----	4	9	13	3	21.9	93.8
VERMONT LAW SCHOOL		IIA	1*	1*	39.0	----			11.	35.3	----			----	----			8	5			6.3	12.5
V I R G I N I A																								
AVERETT COLLEGE		IIB	4	4	----	18.1	14.7	----	13.	----	16.1	13.0	----		6.4	7.0	5.8	3	14	23	3	40.4	38.3
BLUE RIDGE CMTY COLLEGE		III	3	3	----	21.5	19.0	14.9	11.	----	19.3	17.0	13.3					3	8	22	11	44.0	52.0
BLUEFIELD COLLEGE	PNA	IIB																						
BRIDGEWATER COLLEGE		IIB	2	2	23.4	19.4	16.8		18.	19.8	16.1	14.4		6.2	7.1	6.7	----	20	12	16		17.3	86.5
CENTRAL VA CMTY COLLEGE		III	3	3	23.2	21.6	17.8	16.4	11.	20.9	19.4	16.0	14.7					6	23	35	11	62.5	56.3
C OF WILLIAM AND MARY		I	4	3	29.5	23.4	18.8	----	11.	26.8	21.1	16.8	----	10.4	12.3	12.8	----	136	128	72	5	15.0	68.6
CHRISTOPHER NEWPORT C		IIB	2	1	25.0	21.1	19.2	16.7	12.	22.4	18.8	17.1	14.9	7.2	7.0	7.6	8.0	23	41	31	9	21.9	62.9
RICHARD BLAND C WM & MARY		III	3	2	----	22.1	17.7		12.	----	19.7	15.8		----	7.5	6.9		3	9	15		30.0	73.3
DABNEY S LANCASTER CC		III	4	4		20.9	18.0	13.7	12.		18.8	16.2	12.2						10	18	7	31.4	22.9
DANVILLE CMTY COLLEGE		III	4	4	----	19.9	17.0	14.2	12.	----	17.9	15.2	12.7					2	24	30	16	26.4	21.9
ESTN MENNONITE C AND SEM		IIA	5	5	18.8	16.8	15.3	13.3	16.	16.3	14.5	13.2	11.6	9.8	11.0	10.1	10.8	17	17	18	15	26.1	31.9
ESTN SHORE CMTY COLLEGE		III	4	3	----	19.3	----	----	11.	----	17.3	----	----					1	6	3	4	28.6	7.1
EMORY AND HENRY COLLEGE		IIB	3	3	23.1	19.1	16.4		20.	19.2	16.0	13.8		6.4	6.9	9.6		16	14	19		17.3	73.1
FERRUM COLLEGE		III	5	5	----	17.0	14.7		13.	----	15.0	13.1		----	12.8	9.3		4	20	36		30.0	62.9
GEORGE MASON UNIVERSITY		IIA	1	1	28.5	23.6	19.7	17.7	12.	25.7	21.1	17.6	15.8	7.7	8.1	9.1	7.8	41	108	195	15	35.4	40.1
GERMANNA CMTY COLLEGE		III	4	3	----	19.4	18.0	----	12.	----	17.5	16.1	----					3	7	13	5	39.3	
HAMPDEN-SYDNEY COLLEGE		IIB	1	1	27.0	21.2	17.1		16.	23.0	18.3	15.2		6.1	8.8	11.5		13	27	6		4.1	79.6
HOLLINS COLLEGE		IIB	1	1*	29.2	23.0	16.4		13.	25.8	20.3	14.5		3.4	3.6	3.8	----	22	31	10		27.3	80.3
J SARGEANT REYNOLDS CC		III	4	3	23.6	20.0	17.3	15.2	12.	21.3	17.9	15.5	13.6					10	55	82	31	49.4	3.4
JOHN TYLER CMTY COLLEGE		III	3	3	21.3	20.6	17.2	14.0	12.	19.2	16.5	15.4	12.5					7	30	33	9	39.2	30.4
LIBERTY BAPTIST COLLEGE		IIB	3	3	21.0	19.0	16.4	14.1	10.	19.2	17.3	14.9	13.5	22.7	21.5	21.6	15.7	39	26	43	15	22.7	
LONGWOOD COLLEGE		IIB	2	2	24.8	21.2	17.7	14.5	12.	22.5	19.0	15.8	12.9	7.4	8.1	7.5	7.6	23	53	57	19	40.6	63.9
LORD FAIRFAX CMTY COLLEGE		III	4	3	----	19.4	17.3	----	12.	----	17.4	15.5	----					2	14	14	5	20.0	5.7
LYNCHBURG COLLEGE		IIA	4	4	26.7	21.1	17.4	----	16.	22.9	18.2	15.3	----	8.9	10.6	11.4		29	43	32	4	28.7	77.8
JAMES MADISON UNIVERSITY		IIA	4	3	26.8	22.7	19.9	16.9	12.	24.1	20.3	17.0	14.2	5.6	7.2	7.6	7.8	84	110	159	63	25.7	45.6
MARY BALDWIN COLLEGE		IIB	3	3	23.1	18.8	16.6	13.8	15.	19.9	16.1	14.4	12.4	7.0	7.7	6.6	7.0	18	10	10	13	52.9	58.8
MARY WASHINGTON COLLEGE		IIB	2	2	24.1	20.5	17.0	----	13.	21.4	18.2	15.0	----	7.8	8.3	7.2	----	43	38	33	3	34.7	71.9
MARYMOUNT COLLEGE OF VA	LFO	IIB	4	4	25.4	19.7	14.2	12.5	11.	22.5	17.3	12.9	11.7	10.1	10.1	10.1		6	7	22	6	81.3	33.3
MTN EMPIRE CMTY COLLEGE		III	5	5	----	18.2	16.6	14.4	12.	----	16.3	14.9	12.6					1	6	16	12	22.9	
NEW RIVER CMTY COLLEGE		III	4	4	22.3	20.3	17.5	14.3	12.	20.1	18.2	15.7	12.7					10	12	20	19	35.6	28.1
NORFOLK STATE COLLEGE		IIA	4	3	26.8	21.9	18.7	14.8	12.	24.2	19.6	16.7	13.2	10.4	10.2	13.9	10.9	83	79	108	61	44.4	57.1
NORTHERN VA CMTY COLLEGE		III	3	3	24.7	21.5	18.0	15.1	11.	22.6	19.4	16.1	13.4					54	153	183	115	45.3	16.0
OLD DOMINION UNIVERSITY		IIA	2	2	31.3	24.4	20.0	16.0	12.	28.3	21.8	17.8	14.2	9.2	8.8	8.9	7.6	123	178	182	79	21.5	51.6
PATRICK HENRY CC		III	4	3	----	19.7	17.9	----	12.	----	17.7	16.1	----					3	7	13	3	50.0	
PAUL D CAMP CMTY COLLEGE		III	4	4	----	18.2	16.7	14.7	12.	----	16.3	15.0	12.1					2	6	18	7	27.2	
PIEDMONT VA CMTY COLLEGE		III	4	4	----	19.0	16.9	13.6	12.	----	17.0	15.2	12.1					3	7	27	15	42.3	1.9
PRESB SCH OF CHRISTIAN ED		IIA	1*	1	----				---	---				----				3				25.0	50.0
PROT EPIS THEOL SEM IN VA		IIA	2	2	28.8		----		48.	16.7		----		8.4		----		15		3		4.8	76.2
RADFORD UNIVERSITY		IIA	4	3	26.8	21.9	18.5	15.6	12.	24.2	19.6	16.5	13.9	7.4	7.8	4.5	8.0	64	67	121	30	33.8	55.3
RANDOLPH-MACON COLLEGE		IIB	2	2	25.6	21.0	16.7		14.	22.6	18.3	14.7		10.0	14.4	8.2		14	15	31		19.0	55.6
RANDOLPH-MACON WOMAN'S C		IIB	2	2	26.1	20.3	17.2		22.	21.3	16.9	14.2		7.4	8.1	8.8		23	13	23		45.2	67.7
RAPPAHANNOCK CMTY COLLEGE		III	4	4		20.1	16.5	15.2	12.		18.0	14.8	13.5						9	10	8	22.2	
ROANOKE COLLEGE		IIB	2	2	26.8	19.9	17.2		13.	23.7	17.6	15.2		7.6	7.9	8.2		13	29	18		26.2	21.5
SHENANDOAH C-CONSV MUSIC		IIB	5	5	----	15.2	14.9	12.1	10.	----	13.8	13.6	11.0	----	16.8	17.2	5.3	3	21	27	15	44.3	17.1
SOUTHSIDE VA CMTY COLLEGE		III	4	4	----	19.4	17.0	14.0	12.	----	17.4	15.2	12.4					1	19	17	15	34.9	
SOUTHWEST VA CMTY COLLEGE		III	4	4	----	19.9	18.8	15.8	12.	----	17.8	16.8	14.0					4	14	16	20	27.8	20.4
SWEET BRIAR COLLEGE		IIB	1	2	27.3	20.9	17.0		19.	22.6	17.9	14.5		6.8	5.1	9.4	----	24	20	22		40.6	63.8
THOMAS NELSN CMTY COLLEGE		III	3	3	23.3	20.7	17.6	15.4	12.	21.1	18.7	15.8	13.7					11	32	67	21	33.6	17.6
TIDEWATER CMTY COLLEGE		III	4	4	21.9	19.0	16.9	14.6	12.	19.8	17.1	15.1	13.0					23	85	90	56	37.2	5.9
UNION THEOL SEM IN VA		IIA	4	5	20.8	----	----		28.	16.4	----	----		10.4	----	----		12	4	4		4.5	
UNIVERSITY OF RICHMOND		IIA	2	1	33.5	26.3	20.6	14.9	16.	29.1	22.5	17.7	13.1	11.2	10.2	12.2	10.9	61	58	55	19	21.1	69.1
U OF VIRGINIA MAIN CAMPUS	I	2	1	40.1	28.5	20.4	15.4	14.	35.3	24.9	17.8	13.7	6.8	6.7	8.6	6.6	307	260	272	28	15.4	58.4
U VA CLINCH VLY COLLEGE	IIB	2	2	24.5	19.4	16.8		13.	21.8	17.2	14.4		7.5	7.1	7.4		12	14	15		19.5	70.7
VIRGINIA COMMONWEALTH U	I	3	4	30.6	25.6	21.2	16.8	12.	27.7	23.0	18.4	14.9	7.3	7.1	6.8	8.6	128	244	371	94	26.2	45.8
VA HIGHLANDS CMTY COLLEGE		III	4	3	----	20.5	17.5	14.7	12.	----	18.5	15.7	13.1					3	16	22	11	42.3	17.3
VIRGINIA MILITARY INST		IIB	1	1	27.3	21.8	19.4	16.6	15.	23.7	19.0	17.1	14.8	6.2	7.3	6.4		43	20	20	6	1.1	72.2
VA POLY INST AND STATE U	I	3	3	36.1	27.4	21.4	15.8	10.	33.2	24.8	19.2	14.1	8.7	8.9	10.2	9.6	347	361	489	152	12.8	50.3
VIRGINIA STATE UNIV		IIA	4	4	26.2	22.5	18.2	15.1	10.	23.9	20.4	16.5	13.7	6.7	.9	11.0	22.6	48	50	96	39	33.8	52.1
VIRGINIA UNION UNIVERSITY		IIA	4	4	----	20.0	17.3		12.	----	17.9	15.4		5.0	5.0	5.0	5.0	5	15	13		15.0	52.5
VIRGINIA WESLEYAN COLLEGE		IIB	2	2	----	20.9	18.2		17.	----	17.9	15.4		----	7.8	7.6	----	5	15	13		15.0	52.5
VA WESTERN CMTY COLLEGE		III	3	3	23.7	21.2	18.0	14.4	11.	21.4	19.2	16.2	12.9					12	34	47	32	42.4	34.4
WASHINGTON AND LEE U	39	IIB	1*	1*	35.9	27.8	22.4	----	33.	27.1	20.3	17.2	----	6.7	7.0	8.3	----	66	26	37	3	4.5	77.3
WYTHEVILLE CMTY COLLEGE		III	3	3	22.6	20.1	17.8	13.8	11.	20.3	18.1	16.0	12.3					7	19	18	9	42.6	31.5
W A S H I N G T O N																								
CENTRAL WASH UNIVERSITY		IIA	3	1	30.9	25.6	22.1	19.6	20.	25.9	21.2	18.5	16.2	11.3	12.3	12.7	----	115	109	56	7	16.0	80.1
FORT WRIGHT C HOLY NAMES	LFO	IIA	5	5			12.3		14.			10.7			----	14.7				8		26.7	
GONZAGA UNIVERSITY		IIA	3	3	29.5	23.8	19.8	15.4	17.	25.5	20.2	16.8	13.4	8.7	10.0	12.6	15.5	29	40	43	10	17.9	42.3
NTHWST C ASSEMBLIES GOD		IIB	4	4		19.1	----	----	18.		16.2	----	----		5.5	----	----		6	3	3	22.2	66.7

APPENDIX I

NAME OF INSTITUTION	NOTE	(1) INST CATEGORY	(2) RATING AVG COMP	(2) RATING AVG OTHER	(3) AVERAGE COMPENSATION BY RANK (IN THOUSANDS) PR	AO	AI	IN	(4) FRINGE BEN AS % OF SALARY PR	AO	AI	IN	(5) AVERAGE SALARY BY RANK (IN THOUSANDS) PR	AO	AI	IN	(6) SALARY INCREASE FOR CONTINUING FACULTY (IN PERCENT) PR	AO	AI	IN	(7) NUMBER OF FULL-TIME FAC BY RANK PR	AO	AI	IN	(8) WOMEN AS % OF TOT FAC	(9) TENURED FAC AS % OF TOT FAC
WASHINGTON (CONTD)																											
PACIFIC LUTH UNIVERSITY	3	IIA	3	4	28.0	22.6	18.8	15.5	20.	23.4	18.8	15.7	13.4	5.9	6.4	7.0	8.2	40	67	68	14	28.1	60.9
PENINSULA COLLEGE		III	1	1			25.9	21.2	14.			22.8	18.2			11.6	13.8			24	12	22.2	77.8
PUGET SOUND C OF BIBLE		IIB	2	2	----				---	----				----				3				11.1	88.9
SAINT MARTIN'S COLLEGE	10	IIB	4	4		----	16.2		12.			----	14.4		----	11.7						14.3	9.5
SEATTLE PACIFIC U		IIA	4	4	25.2	21.3	17.6	14.9	14.	21.7	18.5	15.6	13.2	6.6	8.7	9.1	11.1	25	31	26	7	36.6	46.2
SEATTLE UNIVERSITY	LFO	IIA	4	4	24.7	20.9	18.5	15.5	16.	21.4	18.0	15.9	13.2	3.2	6.2	9.9	13.3	35	53	50	15	34.8	52.9
UNIVERSITY OF PUGET SOUND	40	IIA	2	3	27.9	23.2	19.2		23.	23.0	18.9	15.4		6.2	11.1	9.1		52	63	46		22.4	64.0
UNIVERSITY OF WASHINGTON		I	1	1	37.6	27.7	22.4	17.4	18.	32.0	23.2	18.9	14.5	10.7	11.4	11.8	12.7	751	459	385	21	19.1	73.2
WALLA WALLA COLLEGE		IIA	5	5	17.7	16.8	15.9	14.1	7.	16.6	15.8	14.9	13.2	10.4	11.4	9.8	10.5	33	27	50	15	31.5	48.5
WASHINGTON ST UNIVERSITY		I	3	3	22.8	26.5	22.9	----	17.	28.8	22.2	19.1	----	10.9	11.7	12.0	----	283	223	250	5	17.0	67.2
WESTERN WASH UNIVERSITY		IIA	1	2	30.9	25.6	20.9		20.	25.8	21.2	17.4		10.6	11.1	11.2		146	192	77		15.8	82.5
WHITMAN COLLEGE		IIB	1	1=	30.9	23.6	19.1		15.	26.6	20.5	17.0		6.7	10.2	8.6		29	33	15		10.0	78.8
WHITWORTH COLLEGE		IIA	4	4	24.9	20.7	16.6	----	15.	21.6	18.0	14.4	----	11.1	9.4	10.6		20	24	12	3	23.4	67.2
WEST VIRGINIA																							
ALDERSON BROADDUS COLLEGE		IIB	4	5		19.6	16.5	14.5	17.		16.5	14.1	12.5	----	6.5	8.5	7.0		11	16	16	40.8	41.4
BETHANY COLLEGE		IIB	2	2	25.7	21.8	16.8	13.9	16.	22.1	18.6	14.6	12.3	4.0	4.5	5.4	----	9	20	22	6	20.7	56.9
BLUEFIELD STATE COLLEGE		IIB	3	3	23.1	20.8	18.2	15.6	16.	19.7	17.9	15.5	13.6	8.1	7.0	7.4	6.2	10	19	18	22	32.4	41.9
CONCORD COLLEGE		IIB	2	2	25.5	21.4	18.0	----	18.	21.8	18.1	15.3	----	6.6	7.0	6.9	----	26	22	19	4	22.7	62.7
DAVIS AND ELKINS COLLEGE		IIB	4	4	21.5	17.7	16.3	13.8	20.	18.1	19.6	13.5	11.6	4.4	2.7	2.3	----	19	15	12	8	26.9	40.9
FAIRMONT STATE COLLEGE		IIB	2	2	26.0	21.3	18.9	17.2	17.	22.5	18.1	16.0	14.6	5.4	6.7	6.0	5.1	45	59	45	12	31.3	73.6
GLENVILLE STATE COLLEGE		IIB	3	3	24.9	21.4	19.0	15.8	17.	21.3	18.3	16.2	13.5	7.6	6.5	7.6	7.5	7	21	27	20	29.9	48.1
MARSHALL UNIVERSITY		IIA	3	3	27.6	23.5	19.7	15.4	17.	23.7	20.0	16.7	13.5	6.9	7.1	7.4	6.9	73	109	135	43	30.7	66.9
PARKERSBURG CMTY COLLEGE		III	4	4		21.4	18.7	14.9	18.		18.1	15.9	12.8		7.2	11.2	11.7		15	41	18	40.0	23.8
POTOMAC STATE COLLEGE		III	3	3	23.1	19.4	16.7		17.	20.1	16.4	14.2		7.1	6.3	----	----	9	12	7		29.5	59.0
SALEM COLLEGE MAIN CAMPUS		IIB	5	5	----	16.0	14.4	13.6	13.	----	14.2	12.8	12.1	----	11.9	11.5	8.4	5	13	11	21	34.5	38.2
SHEPHERD COLLEGE		IIB	2	2	26.7	22.5	20.0	16.8	17.	23.1	19.3	17.1	14.3	7.7	7.9	8.0	7.6	19	33	36	13	27.2	65.0
STHN W VA CC-LOGAN CAM		III	4	5		----	----	15.7	17.		----	----	13.3		10.5	----	7.4		3	4	17	51.6	29.0
STHN W VA CC-WILLIAMSON		III	5	5			18.4	15.2	17.			15.8	13.0			8.5	6.9			6	15	45.8	20.8
WEST LIBERTY ST COLLEGE		IIB	2	2	25.9	21.0	18.4	16.2	17.	21.4	17.9	15.8	13.8	6.8	8.3	7.7	7.2	42	55	28	10	29.4	72.6
W VA COLLEGE GRAD STUDIES	1	IIA	2	2	29.4	25.4	20.8		16.	25.5	21.9	17.7		7.0	7.0	9.8		11	27	13		17.9	21.4
WEST VA INST TECHNOLOGY		IIB	2	2	26.0	22.2	18.7	15.7	17.	22.5	18.9	16.0	13.5	7.1	7.7	7.8	7.9	21	43	40	27	27.0	48.9
WEST VIRGINIA NORTHERN CC		III	4	5	21.8	----	16.5	14.1	18.	18.5	----	14.0	11.9	----	8.3	6.9	6.2	8	5	20	21	42.4	22.0
W VA STATE COLLEGE		IIB	2	2	25.4	21.9	18.9	16.2	17.	21.8	18.8	16.0	13.6	6.0	6.0	6.1	7.3	25	44	46	17	41.8	65.7
WEST VIRGINIA UNIVERSITY		I	4	4	24.1	25.0	20.2	15.4	16.	26.9	21.6	17.4	13.2	6.0	9.3	10.1	8.2	303	283	294	76	22.8	52.7
WEST VA WESLEYAN COLLEGE		IIB	3	3	23.4	19.5	17.4	13.7	21.	19.4	16.2	14.4	11.3	9.6	9.7	9.3	----	26	43	39	7	34.5	54.3
WHEELING COLLEGE		IIB	3	3	23.4	19.6	17.4	15.8	15.	20.6	17.1	15.0	13.6	4.9	7.6	10.7		8	11	28	6	20.0	45.0
WISCONSIN																							
ALVERNO COLLEGE	10	IIB	5	5		18.1	15.3	13.9	11.		16.6	13.7	12.4	----	7.3	9.9	9.8		17	18	31	74.7	
BELOIT COLLEGE		IIB	2	2	25.4	19.7	16.1		22.	20.8	16.0	13.8		4.8	6.9	8.7		31	20	12		11.9	76.1
CARDINAL STRITCH COLLEGE	LFO	IIA	5	5		18.1	14.2	----	14.		15.8	12.4	----		6.8	----	----		9	6	4	62.5	41.7
CARROLL COLLEGE		IIB	1	2	28.0	21.6	19.5		20.	22.6	18.0	16.5		6.3	7.7	7.4	----	18	21	34		16.9	71.4
CARTHAGE COLLEGE		IIB	2	2	24.8	19.6	16.6	----	15.	21.5	16.9	14.7	----	6.2	6.5	5.8	----	21	32	18	4	15.6	77.9
CONCORDIA COLLEGE		III	5	5		----	----	14.4	23.		----	----	11.9	----	----	5.0	----		3	5	7	27.8	44.4
EDGEWOOD COLLEGE		IIB	5	5		16.6	----	----	11.		15.1	----	----		----	----			8	3	3	40.0	30.0
INSTITUTE PAPER CHEMISTRY		IIA	1	1	33.6	31.2	25.8		17.	28.7	26.7	21.8		9.1	6.0	7.6		9	14	14		2.6	
LAKELAND COLLEGE		IIB	4	4	----	----	15.5	12.8	15.	----	----	13.4	11.5	----	----	6.9	----	3	5	10	7	13.8	24.1
LAWRENCE UNIVERSITY		IIB	1	1=	32.4	26.3	19.0	----	21.	26.5	21.7	16.1	----	7.4	8.2	10.3		34	32	36	4	16.0	68.9
MARIAN C OF FOND DU LAC		IIB	4	4		21.7	16.3	13.4	12.		19.0	14.7	12.1		----	8.5	----		6	11	6	56.0	28.0
MARQUETTE UNIVERSITY	LFO	I	4	4	34.4	27.0	21.4	16.4	14.	30.3	23.4	18.7	14.5	8.7	8.8	9.2	8.7	102	135	217	43	19.9	50.8
MILWAUKEE SCH ENGINEERING		IIA	4	3	24.0	20.1	18.8	16.8	12.	21.2	17.9	17.0	15.4	12.2	12.4	12.0	10.8	28	16	10	8	9.2	72.3
MOUNT MARY COLLEGE		IIB	4	4		20.8	16.2	12.7	16.		17.9	13.9	11.2		6.2	7.2	6.0		8	11	9	75.8	36.4
NORTHLAND COLLEGE		IIB	3	3	20.0	17.4	14.3		13.	17.7	15.4	13.0		10.2	10.6	----		12	9	6		37.1	77.1
NORTHWESTERN COLLEGE		IIB	5	5	13.4				29.	10.4				9.7				19				ALL	
RIPON COLLEGE		IIB	1	1	28.9	22.3	18.3	15.3	14.	25.4	19.4	15.9	13.5	6.3	8.6	8.5	----	25	17	18	6	9.1	68.2
SACRED HEART SCH THEOLOGY		IIA	5	5		----			---			----								5		23.1	
SAINT NORBERT COLLEGE	LFO	IIB	1	1	27.5	23.7	17.6		22.	22.7	19.3	14.7		6.8	7.9	9.2	----	16	37	17		13.7	79.5
U OF WISCONSIN MADISON		I	1	1	36.7	27.2	23.1	18.6	21.	30.6	22.3	18.7	15.0	8.9	9.8	10.3	8.6	829	236	272	18	17.8	79.3
U OF WISCONSIN MILWAUKEE		I	2	3	36.9	27.3	23.0	19.4	22.	30.7	22.3	18.7	15.6	9.8	9.6	8.5	8.6	239	258	222	26	24.1	68.9
U OF WISCONSIN EAU CLAIRE		IIA	1	2	32.8	26.1	22.7	19.7	23.	27.1	21.3	18.4	15.8	8.9	9.1	9.2	10.2	114	113	124	28	20.8	84.2
U OF WISCONSIN GREEN BAY		IIA	2	2	33.8	26.1	20.0	----	22.	28.1	21.3	16.1	----	8.3	9.3	9.7	----	19	71	30	4	12.5	77.3
U OF WISCONSIN LA CROSSE		IIA	2	2	32.2	26.4	24.0	21.3	22.	26.6	21.6	19.6	17.1	9.3	10.2	10.1	9.1	85	85	66	24	22.6	79.2
U OF WISCONSIN OSHKOSH		IIA	1	1	22.1	27.5	23.9	20.9	22.	26.5	22.4	19.0	16.9	8.7	9.0	9.2	9.2	126	145	104	36	25.8	82.8
U OF WISCONSIN PARKSIDE		IIA	2	2	35.5	27.2	22.0		22.	29.5	22.3	17.8		8.4	9.0	9.8		26	68	55		19.4	58.7
U OF WISCONSIN PLATTEVL		IIA	2	2	30.7	26.3	23.0	19.3	23.	25.2	21.4	18.7	15.6	8.2	9.0	9.6	----	67	65	72	9	9.3	78.7
U OF WISCONSIN RIVER FLS		IIA	2	2	31.4	25.4	21.3	18.7	23.	25.8	20.7	17.1	15.0	8.7	9.0	9.2	8.0	74	51	71	20	14.8	70.4
U OF WISCONSIN STEVNS PNT		IIA	2	2	30.6	25.1	21.4	18.4	23.	25.2	20.4	17.3	14.8	8.0	9.5	11.5	10.2	115	138	83	40	19.2	76.1
U OF WISCONSIN STOUT		IIA	2	2	21.2	25.6	22.2	19.3	23.	25.7	20.8	17.9	15.6	8.8	9.3	8.9	9.6	84	66	68	41	39.9	85.5
U OF WISCONSIN SUPERIOR		IIA	1	1	34.0	27.0	21.8	18.1	22.	28.1	22.0	17.6	14.5	8.4	9.4	9.3	10.8	39	33	38	11	17.2	68.9
U OF WISCONSIN WHITEWATER		IIA	1	1	32.3	26.9	24.0	21.3	22.	26.7	21.9	19.4	17.2	8.7	9.2	9.4	9.9	143	79	93	23	21.3	82.2
U OF WISCONSIN CTR SYS		III	2	2	29.3	24.8	21.0	17.5	24.	24.0	20.1	16.9	14.0	8.4	8.6	8.6	10.0	25	111	155	22	14.3	77.4
VITERBO COLLEGE		IIA	5	5		19.2	16.7	14.7	13.		16.4	14.8	13.3		5.2	6.1	----		10	18	6	66.7	33.3
WYOMING																							
UNIVERSITY OF WYOMING		I	3	2	33.3	27.2	22.2	19.0	13.	29.9	24.2	19.5	16.6	12.0	14.4	13.1	15.8	271	177	168	64	18.1	64.6
WESTERN WYO CMTY COLLEGE		III	2	2	26.9	24.0	19.1	----	16.	23.4	20.7	16.5	----	9.6	11.4	12.8	----	6	14	16	3	36.4	
PUERTO RICO																							
AMERICAN C PUERTO RICO		IIB	5	5			----	8.9	13.			----	7.9			----	20.0			5	27	47.1	
ANTILLIAN COLLEGE		IIB	5	5		11.2	10.0	9.2	15.		9.8	8.7	7.8	----	7.9	9.9	8.8		10	14	12	41.0	69.2
BAYAMON CEN UNIVERSITY		IIB	5	5			12.4	11.6	15.			10.9	10.0		----	6.4	6.4			12	20	35.9	15.4
CATHOLIC U PUERTO RICO		IIA	5	5	19.8	14.7	13.6	10.9	17.	17.0	12.6	11.6	9.3					27	67	101	106	47.5	50.2
U OF THE SACRED HEART		IIB	5	5	----	14.6	14.3	11.9	17.	----	12.6	12.3	10.2					5	13	36	45	65.7	
INTER AMER SAN GERMAN CAM		IIA	5	5	22.8	17.9	15.5	12.0	10.	20.6	16.1	14.2	11.1					12	31	45	51	43.9	31.7
INTER AMER U AGUADILLA BR		III	5	5			14.8	13.4	12.			13.5	11.9							10	30	40.0	13.3
INTER AMER U ARECIBO BR		III	5	5			15.2	13.6	11.			13.9	12.1							16	18	42.1	36.8
INTER AMER U FAJARDO BR		III	5	5			15.4	13.5	13.			13.6	11.9							13	13	51.9	18.5
INTER AMER U GUAYAMA BR		III	5	5			----	13.7	13.			----	12.1							3	19	64.0	4.0
INTER AMER U PONCE BR		III	5	5		17.9	15.1	13.0	11.		15.3	13.7	12.1						6	8	13	55.2	34.5
INTER AMER U METRO CAM		IIA	5	5	22.1	17.8	15.6	13.2	11.	19.5	15.8	14.1	12.0					20	46	66	93	57.8	26.2
PUERTO RICO JR COLLEGE		III	5	5		16.0		11.6	12.		14.2		10.4						11		96	78.5	50.5
U OF PR RIO PIEDRAS		I	5	5	21.3	16.9	14.3	11.4	20.	17.8	14.1	12.0	9.5	12.8	13.6	11.9	15.1	150	313	289	112	49.1	81.6

APPENDIX I

NAME OF INSTITUTION	NOTES	(1) INST CATEGORY	(2) RATING AVG COMM	(2) RATING AVG SAL	(3) AVERAGE COMPENSATION BY RANK (IN THOUSANDS) PR	AO	AI	IN	(4) FRINGE BEN AS % OF SALARY PR	AO	AI	IN	(5) AVERAGE SALARY BY RANK (IN THOUSANDS) PR	AO	AI	IN	(6) SALARY INCREASE FOR CONTINUING FACULTY (IN PERCENT) PR	AO	AI	IN	(7) NUMBER OF FULL-TIME FAC BY RANK PR	AO	AI	IN	(8) WOMEN AS % OF TOT FAC	(9) TENURED FAC AS % OF TOT FAC
PUERTO RICO (CONTD)																											
U OF PR MAYAGUEZ		IIA	4	4	26.5	21.7	18.9	15.2	14.	23.3	18.9	16.4	13.3	7.5	6.6	6.3	11.5	121	133	96	84	29.0	70.3
U PR CAYEY UNIVERSITY C		IIB	4	4	----	21.9	17.3	14.1	16.	----	19.3	15.0	12.1	12.6	10.2	10.3	11.1	4	19	28	68	46.3	47.9
U PR HUMACAO U COLLEGE		IIB	5	4	----	19.7	17.8	13.3	9.	----	17.9	16.2	12.2	----	13.1	9.9	11.7	4	17	75	94	56.8	43.2
GUAM																							
UNIVERSITY OF GUAM		IIA	3	3	28.1	13.9	21.0	18.0	17.	24.2	20.5	17.9	15.4	1.4	5.9	4.8	6.5	20	30	72	35	36.3	12.1
CANAL ZONE																							
CANAL ZONE COLLEGE		III	1=	1=			----	29.0	9.			----	26.6			----	8.3			5	16	20.0	ALL
VIRGIN ISLANDS																							
COLLEGE OF VI GIN ISLANDS	41	IIA	2	4	----	27.3	23.5	19.6	36.	----	20.6	17.1	14.1	----	10.0	6.4	4.3	5	12	30	14	38.7	35.5

APPENDIX II

NAME OF INSTITUTION	(1) NOTES	(2) INST CATEGORY	(3) AVERAGE COMPENSATION (IN THOUSANDS)	(4) FRINGE BEN AS % OF SALARY	(5) AVERAGE SALARY (IN THOUSANDS)	(6) SALARY INCREASE FOR CONTINUING FACULTY (IN PERCENT)	(7) NUMBER OF FULL-TIME FAC	(8) WOMEN AS % OF TOT FAC	(9) TENURED FAC AS % OF TOT FAC
ALABAMA									
ALEXANDER CITY STATE JC		IV	17.9	8.	16.5		42	42.9	71.4
BOOKER T WASHINGTON BUS C		IV	12.1	7.	11.3	2.0	8	50.0	87.5
BREWER STATE JR COLLEGE		IV	18.9	8.	17.5	2.8	12	41.7	91.7
CHATTAHOOCHEE VALLEY CC		IV	17.5	8.	16.3	4.3	46	37.0	52.2
ENTERPRISE ST JR COLLEGE		IV	18.4	9.	17.0	1.4	35	28.6	88.9
GADSDEN STATE JR COLLEGE		IV	18.7	8.	17.3		111	47.7	77.5
GEO C WALLACE ST CC-DOTHN		IV	17.7	8.	16.4	2.2	53	52.8	84.9
GEO C WALLACE ST CC-HNCV		IV	16.5	9.	15.1	4.4	32	46.9	25.0
GEO C WALLACE ST CC-SELMA		IV	18.0	9.	16.5	7.5	53	39.6	52.8
FAULKNER STATE JR COLLEGE		IV	18.6	8.	17.2		34	44.1	85.3
JEFFERSON DAVIS STATE JC		IV	17.5	8.	16.2	1.1	21	45.8	70.8
JEFFERSON ST JR COLLEGE		IV	19.1	8.	17.7	2.5	166	47.0	56.4
JOHN C CALHOUN ST CC		IV	18.6	9.	17.1	4.8	119	42.0	90.8
LOMAX-HANNON JC		IV	----	---	----	----	3	40.0	80.0
LURLEEN B WALLACE ST JC		IV	17.7	8.	16.4	3.2	24	37.5	87.5
MARION MILITARY INSTITUTE		IV	14.1	6.	13.2	8.5	19		76.5
NTHEST ALA ST JR COLLEGE		IV	17.4	8.	16.1	5.1	26	57.7	46.2
NTHWST ALA ST JR COLLEGE		IV	17.6	8.	16.3	3.9	23	45.8	70.8
PATRICK HENRY STATE JC		IV	17.9	8.	16.6	2.5	22	50.0	68.2
SNEAD STATE JR COLLEGE		IV	18.4	8.	17.0	4.7	21	50.0	88.2
STHESTN BIBLE COLLEGE		IV	10.5	8.	9.7		16	18.8	
STHN UNION ST JR COLLEGE		IV	17.7	8.	16.4	2.7	27	51.7	79.3
STHN VOCATIONAL COLLEGE		IV	9.1	10.	8.3	.6	23	43.5	
WALKER COLLEGE		IV	18.0	11.	16.3	2.9	15		60.0
ALASKA									
SHELDON JACKSON COLLEGE		IV	17.8	16.	15.3		13	15.4	
U OF ALASKA ANCHORAGE CC		IV	32.8	10.	29.9		136	41.9	
U OF ALAS JUNEAU-DGLS CC		IV	30.8	10.	28.0		20	30.0	
U OF ALASKA KENAI CC		IV	33.9	9.	31.0		21	47.1	
U OF ALASKA KODIAK CC		IV	----	---	----		3		
U OF ALASKA KUSKOKWIM CC		IV	43.1	8.	40.0		20	52.6	
U ALAS MATANUSKA-SUSITNA		IV	----	---	----		5		
U OF ALASKA KETCHIKAN CC		IV	----	---	----		4		
U OF ALASKA SITKA CC		IV	----	---	----		3		
U OF ALASKA TANANA VLY CC		IV	40.7	8.	37.7		8	45.5	
ARIZONA									
ARIZONA WESTERN COLLEGE		IV	21.4	17.	18.3	5.7	64	31.8	
CENTRAL ARIZONA COLLEGE		IV	21.2	17.	18.2	3.2	88	25.0	
COCHISE COLLEGE		IV	20.5	18.	17.4	8.9	70	22.9	
MARICOPA TECH CC		IV	26.9	17.	23.0	8.7	55	40.0	96.4
GLENDALE CMTY COLLEGE		IV	28.9	17.	24.9	6.2	161	36.3	95.9
MESA COMMUNITY COLLEGE		IV	27.9	17.	23.8	5.1	165	30.3	97.6
PHOENIX COLLEGE		IV	28.0	17.	24.0	5.3	164	41.5	91.5
SCOTTSDALE CMTY COLLEGE		IV	26.2	17.	22.4	12.4	83	44.6	92.8
MOHAVE COMMUNITY COLLEGE		IV	19.7	17.	16.8	9.0	40	27.5	
PIMA COMMUNITY COLLEGE		IV	21.5	18.	18.3	7.9	238	37.8	
YAVAPAI COLLEGE		IV	22.4	18.	19.0	9.6	59	20.0	
ARKANSAS									
CAPITAL CITY BUS COLLEGE		IV	9.3	10.	8.4	9.2	12	41.7	
CROWLEY'S RIDGE COLLEGE		IV	----	---	----	----	4	66.7	
EAST ARK CMTY COLLEGE		IV	17.5	17.	15.0	10.0	23	50.0	
GARLAND CO CMTY COLLEGE		IV	18.2	17.	15.6	10.7	28	50.0	
MISS CO CMTY COLLEGE		IV	16.1	17.	13.7	9.7	39	51.6	
NORTH ARKANSAS CC		IV	18.4	13.	16.3		37	18.9	
PHILLIPS CO CMTY COLLEGE	PWA	IV							
STHN ARK U EL DORADO BR		IV	15.0	18.	12.8	9.9	19	57.9	
STHN ARK U STHWST TECH		IV	16.8	23.	13.6	9.6	41	17.1	
WESTARK COMMUNITY COLLEGE		IV	12.6	16.	10.9	9.7	92	39.1	48.9
CALIFORNIA									
ALLAN HANCOCK COLLEGE		IV	28.3	18.	24.0	9.8	119	26.1	89.9
AMERICAN RIVER COLLEGE		IV	31.7	20.	26.5	5.9	273	23.4	98.5
ANTELOPE VALLEY COLLEGE		IV	25.5	17.	21.9	6.3	85	43.5	81.2
ART CTR COLLEGE OF DESIGN		IV	19.3	26.	15.2	4.1	39	15.4	
BARSTOW COLLEGE		IV	21.7	23.	25.9	7.4	29	17.2	93.1
CABRILLO COLLEGE		IV	27.6	15.	24.0	7.2	196	32.8	96.5
CANADA COLLEGE		IV	32.8	16.	28.2	11.9	87	19.5	98.9
CENTER FOR EARLY ED		IV	11.7	15.	10.2	2.1	29	86.2	
CERRITOS COLLEGE		IV	31.9	18.	27.1	10.9	259	32.0	94.2
CHABOT COLLEGE		IV	30.1	18.	25.5	8.7	221	29.4	29.0
CITRUS COLLEGE		IV	31.9	16.	27.5	7.5	119	30.6	94.2
COLLEGE OF ALAMEDA		IV	27.4	14.	24.0		84	28.6	97.6
COLLEGE OF THE CANYONS		IV	29.5	17.	25.2	12.8	36	38.9	
COLLEGE OF MARIN		IV	27.5	16.	23.8	1.0	151	30.5	98.7
COLLEGE OF THE REDWOODS		IV	29.1	16.	25.1	5.3	110	25.5	89.1
COLLEGE OF SAN MATEO		IV	33.2	16.	28.6	11.2	214	27.6	97.2
COLLEGE OF THE SEQUOIAS		IV	30.2	15.	26.3	15.0	122	22.0	95.9
COLLEGE OF THE SISKIYOUS		IV	28.8	17.	24.7	7.9	47	14.9	93.6
COLUMBIA COLLEGE		IV	26.3	21.	21.8	12.5	135	27.4	74.1
CONTRA COSTA COLLEGE		IV	32.2	14.	28.2	10.2	133	30.8	97.7
COSUMNES RIVER COLLEGE		IV	30.1	15.	26.3	7.0	78	26.9	ALL
CYPRESS COLLEGE		IV	30.3	13.	26.8	6.6	221	38.5	92.3
DE ANZA COLLEGE	†	IV	32.6	17.	27.8		226	32.3	96.5
DIABLO VALLEY COLLEGE		IV	33.4	15.	29.0	9.5	238	20.2	99.6
EAST LOS ANGELES COLLEGE		IV	31.1	15.	27.1	9.3	210	34.7	81.2
EL CAMINO COLLEGE		IV	29.3	18.	25.0	6.8	334	27.5	94.9
EVERGREEN VALLEY COLLEGE		IV	30.5	16.	26.3	10.7	73	42.5	94.5
FRESNO CITY COLLEGE		IV	26.8	13.	23.8	8.2	248	21.8	95.2
FULLERTON COLLEGE		IV	33.3	15.	28.9	5.9	287	26.5	97.6
GAVILAN COLLEGE		IV	25.7	15.	22.3	6.8	51	22.6	ALL

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APPENDIX II

NAME OF INSTITUTION	(1) NOTES	(2) INST CATEGORY	(3) AVERAGE COMPENSATION (IN THOUSANDS)	(4) FRINGE BEN AS % OF SALARY	(5) AVERAGE SALARY (IN THOUSANDS)	(6) SALARY INCREASE FOR CONTINUING FACULTY (IN PERCENT)	(7) NUMBER OF FULL-TIME FAC	(8) WOMEN AS % OF TOT FAC	(9) TENURED FAC AS % OF TOT FAC
C A L I F O R N I A (CONTD)									
GLENDALE CMTY COLLEGE		IV	29.6	19.	25.0		126	29.4	91.3
GOLDEN WEST COLLEGE		IV	30.2	19.	25.5	12.9	214	35.2	94.0
GROSSMONT COLLEGE	1	IV	26.8	17.	23.0	6.9	212	33.5	93.4
HUMPHREYS COLLEGE		IV	15.7	27.	12.4	21.2	6	85.7	
IMPERIAL VALLEY COLLEGE		IV	29.3	16.	25.3	7.6	85	28.2	ALL
INDIAN VALLEY COLLEGES		IV	25.3	16.	21.8	2.9	49	40.8	95.9
LAKE TAHOE CMTY COLLEGE		IV	27.8	17.	23.7	13.6	16	25.0	68.8
LASSEN COLLEGE		IV	28.2	18.	24.0	12.7	39	15.0	90.0
LIFE BIBLE COLLEGE		IV	13.0	19.	10.9	8.4	7		
LOS ANGELES CITY COLLEGE		IV	31.2	15.	27.2	11.0	310	38.9	89.9
LOS ANG HARBOR COLLEGE		IV	31.4	14.	27.5	9.7	182	40.7	86.3
LOS ANGELES MISSION C		IV	29.1	15.	25.3	12.2	47	30.6	91.8
LOS ANG PIERCE COLLEGE		IV	32.4	15.	28.3	10.1	308	27.2	89.0
LOS ANG SOUTHWEST COLLEGE		IV	28.9	16.	25.0	11.1	104	50.0	65.1
LOS ANG TR TECH COLLEGE		IV	29.6	18.	26.7	11.9	251	27.9	82.5
LOS ANG VALLEY COLLEGE		IV	32.0	15.	28.0	10.1	275	35.0	87.7
LOS MEDANOS COLLEGE		IV	30.1	16.	25.8	12.2	57	42.1	ALL
MENDOCINO COLLEGE		IV	27.1	17.	23.2	9.8	28	25.0	78.6
MERLO COLLEGE		IV	21.7	20.	18.1		33	17.6	
MERCED COLLEGE		IV	29.4	15.	25.5	19.9	122	29.5	97.5
MERRITT COLLEGE		IV	28.8	18.	24.4		148	32.6	97.2
MISSION COLLEGE		IV	28.7	16.	24.7	7.0	64	50.0	68.8
MODESTO JUNIOR COLLEGE		IV	30.7	17.	26.4	9.9	220	27.7	93.2
MONTEREY PEN COLLEGE		IV	29.5	16.	25.4	8.3	95	24.2	90.5
MOORPARK COLLEGE		IV	27.9	16.	24.0	9.9	112	23.2	98.2
MOUNT SAN ANTONIO COLLEGE		IV	30.1	12.	27.0	14.5	279	32.5	97.1
MT SAN JACINTO COLLEGE		IV	28.1	13.	24.8	16.2	41	26.8	95.1
NAPA COLLEGE		IV	28.2	22.	23.2	10.5	84	36.9	91.7
NIRA COSTA COLLEGE		IV	29.4	16.	25.4	14.9	71	27.4	89.0
ORANGE COAST COLLEGE		IV	30.6	18.	26.0	8.9	325	31.2	97.9
OXNARD COLLEGE		IV	26.2	17.	22.3	4.1	45	33.3	97.8
FRESNO PACIFIC COLLEGE		IV	20.5	19.	17.2	10.5	25		
PACIFIC OAKS COLLEGE	10	IV	14.6	12.	13.0	15.1	18	90.0	
PALO VERDE COLLEGE		IV	25.2	15.	21.8	17.6	15	41.2	64.7
PALOMAR COLLEGE		IV	31.2	15.	27.0	11.3	218	33.5	98.5
PASADENA CITY COLLEGE		IV	29.3	16.	25.2	5.3	312	39.1	92.3
REEDLEY COLLEGE		IV	27.3	15.	23.7	11.1	75	24.0	90.7
SACRAMENTO CITY COLLEGE		IV	29.9	15.	26.1	6.0	232	31.9	98.3
SADDLEBACK CMTY COLLEGE		IV	30.8	17.	26.4	9.5	152	27.0	90.1
SAN FRANCISCO ART INST		IV	18.3	15.	16.0		22	12.5	
SAN FRANCISCO CONSV MUSIC		IV	18.0	13.	16.0	5.8	13	46.2	
SAN JOSE CITY COLLEGE		IV	30.8	16.	26.6	10.4	125	25.6	96.8
CUESTA COLLEGE		IV	31.5	25.	25.2	8.4	71	26.8	98.6
SANTA ANA COLLEGE		IV	29.8	17.	25.6	7.0	246	35.0	89.8
SANTA BARBARA CTY COLLEGE		IV	30.1	14.	26.3	8.9	151	29.8	98.7
SANTA MONICA COLLEGE		IV	31.2	17.	26.7	16.9	209	36.7	85.2
SHASTA COLLEGE		IV	31.9	16.	27.6	14.8	119	24.2	98.3
SIERRA COLLEGE		IV	29.8	16.	25.7	7.0	128	23.4	95.3
SKYLINE COLLEGE		IV	30.8	17.	26.4	12.8	95	40.0	93.7
SOLANO COMMUNITY COLLEGE		IV	26.8	15.	23.2	8.5	118	31.4	94.1
SANTA ROSA JUNIOR COLLEGE		IV	30.3	15.	26.3	7.5	190	27.6	90.0
SOUTHWESTERN COLLEGE		IV	29.0	12.	25.8	8.9	172	35.5	97.1
TAFT COLLEGE		IV	27.9	16.	24.1	8.6	23	24.0	56.0
VENTURA COLLEGE		IV	28.1	16.	24.1	11.7	147	25.9	95.2
VICTOR VALLEY COLLEGE		IV	26.9	13.	23.8	5.3	70	31.4	87.1
VISTA COLLEGE		IV	----	---	----		4		ALL
WEST HILLS COLLEGE		IV	31.3	16.	26.8	7.4	48	10.2	89.8
WEST LOS ANGELES COLLEGE		IV	30.6	15.	26.7	11.2	110	25.9	77.7
WEST VALLEY COLLEGE		IV	31.6	18.	26.9	7.0	170	28.8	94.1
YUBA COLLEGE		IV	29.5	15.	25.5	7.4	103	29.8	91.4
C O L O R A D O									
AIMS COMMUNITY COLLEGE		IV	20.0	20.	16.7	9.4	92	34.8	66.3
ARAPAHOE CMTY COLLEGE		IV	19.2	15.	16.7	3.5	110	38.1	
COLORADO NORTHWESTERN CC	2	IV	19.2	16.	16.6	11.6	35	25.7	
COLO TECHNICAL COLLEGE		IV	10.3	11.	9.3	7.7	17	17.6	
CC OF DENVER AURARIA CAM		IV	18.5	16.	15.9	6.4	85	44.7	
CC OF DENVER NORTH CAMPUS		IV	20.2	16.	17.4	5.7	102	30.4	
CC DENVER RED ROCKS CAM		IV	18.7	17.	16.1	6.1	97	22.7	
PIKES PEAK CMTY COLLEGE		IV	19.2	15.	16.7	7.4	128	34.4	
LAMAR COMMUNITY COLLEGE		IV	16.0	15.	14.0	7.0	20	20.0	
MORGAN COMMUNITY COLLEGE		IV	18.9	14.	15.8	11.4	12	36.4	
NORTHEASTERN JR COLLEGE	2	IV	21.0	18.	17.7	8.3	59	21.3	73.8
OTERO JUNIOR COLLEGE	3	IV	19.7	15.	17.1	7.6	46	30.6	
PUEBLO VOCATIONAL CC		IV	19.7	14.	17.2	7.3	29	37.9	82.8
TRINIDAD STATE JR COLLEGE	3	IV	19.2	16.	16.6	7.3	48	26.0	
WESTERN BIBLE COLLEGE		IV	15.3	10.	13.9	16.9	7		
D E L A W A R E									
DEL TECH & CC TERRT CAM		IV	20.6	9.	18.8	7.0	26	34.6	
DEL TECH & CC STHN CAM		IV	21.9	9.	20.1	7.0	66	40.9	
DEL TECH & CC STANTON CAM		IV	21.9	9.	20.0	7.0	56	46.4	
DEL TECH & CC WILMINGTON		IV	21.1	9.	19.3	7.0	39	61.5	
F L O R I D A									
BREVARD CMTY COLLEGE		IV	20.4	10.	18.6	7.4	203	34.6	88.3
BROWARD CMTY COLLEGE		IV	23.2	11.	21.0	10.5	285	38.6	81.4
CENTRAL FLA CMTY COLLEGE		IV	18.9	10.	17.3	9.5	93	29.0	68.8
CHIPOLA JUNIOR COLLEGE		IV	17.2	9.	15.8	7.6	61	30.6	85.5
DAYTONA BCH CMTY COLLEGE		IV	17.4	11.	15.7	7.6	171	35.5	65.1
EDISON COMMUNITY COLLEGE		IV	16.6	10.	15.1	7.0	64	30.8	73.8
FLA JR COLLEGE JACKSONVL		IV	20.3	10.	18.5	7.4	371	45.6	82.7

BEST AVAILABLE COPY

APPENDIX II	(1) NOTES	(2) INST CATEGORY	(3) AVERAGE COMPENSATION (IN THOUSANDS)	(4) FRINGE BEN AS % OF SALARY	(5) AVERAGE SALARY (IN THOUSANDS)	(6) SALARY INCREASE FOR CONTINUING FACULTY (IN PERCENT)	(7) NUMBER OF FULL-TIME FAC	(8) WOMEN AS % OF TOT FAC	(9) TENURED FAC AS % OF TOT FAC
NAME OF INSTITUTION									
F L O R I D A (CONTD)									
FLORIDA KEYS CMTY COLLEGE		IV	19.1	11.	17.1	8.3	33	12.1	51.5
FLORIDA SOUTHERN COLLEGE		IV	16.7	16.	14.4	6.3	77	23.8	26.3
HILLSBOROUGH CMTY COLLEGE		IV	20.5	10.	18.6	9.9	168	42.8	90.6
LAKE CITY CMTY COLLEGE		IV	19.4	10.	17.7	9.2	71	28.2	85.9
LAKE-SUMTER CMTY COLLEGE		IV	19.0	9.	17.4	10.8	29	22.3	66.7
NORTH FLORIDA JR COLLEGE	2	IV	16.6	10.	15.0	7.5	37	35.1	75.7
OKALOOSA-WALTON JUNIOR C		IV	18.9	10.	17.2	6.8	72	32.9	90.4
PASCO-HERNANDO CC		IV	14.5	10.	13.3	7.8	45	42.2	31.1
RINGLING SCHOOL OF ART		IV	16.8	16.	14.5	19.1	18	22.2	
ST JOHN VIANNEY C SEM		IV	----	---	----	----	3	75.0	
SANTA FE CMTY COLLEGE		IV	18.9	10.	17.3	7.6	222	50.5	78.4
SEMINOLE CMTY COLLEGE		IV	20.5	10.	18.6	6.8	106	40.6	82.1
SOUTH FLORIDA JR COLLEGE		IV	19.7	10.	18.0	7.1	28	31.0	75.9
TALLAHASSEE CMTY COLLEGE		IV	19.2	9.	17.6	8.2	60	59.0	77.0
VALENCIA CMTY COLLEGE		IV	20.2	10.	18.3	7.2	155	43.9	74.8
G E O R G I A									
ATLANTA COLLEGE OF ART	17	IV	16.5	15.	14.3	5.5	19	26.3	36.8
THOMAS COUNTY CC		IV	----	---	----	----	3	75.0	
BREWTON-PARKER COLLEGE		IV	13.0	17.	11.1	7.0	19	26.3	21.1
EMMANUEL COLLEGE		IV	14.3	15.	12.5	12.0	18	44.4	11.1
PHILLIPS COLLEGE		IV	9.1	7.	8.5	----	6	50.0	
TOCCOA FALLS COLLEGE		IV	13.0	13.	11.5	9.6	30	23.3	
YOUNG HARRIS COLLEGE		IV	15.0	14.	13.2	10.4	22	22.7	63.6
H A W A I I									
U OF HAWAII HONOLULU CC	4	IV	23.5	20.	19.7	9.1	109	27.7	59.8
U OF HAWAII KAPIOLANI CC	4	IV	25.6	19.	21.5	8.7	103	49.5	64.1
U OF HAWAII KAUAI CC	4	IV	23.6	20.	19.7	8.6	39	33.3	61.5
U OF HAWAII LEEWARD CC	4	IV	24.8	19.	20.7	8.5	113	37.9	81.1
U OF HAWAII MAUI CC	4	IV	24.0	19.	20.1	9.3	27	29.8	52.9
U OF HAWAII WINDWARD CC		IV	22.9	20.	19.1	8.4	32	46.9	59.4
I D A H O									
NORTH IDAHO COLLEGE		IV	20.7	20.	17.2	9.3	76	28.9	72.4
NTHWST NAZARENE COLLEGE		IV	17.6	17.	15.1		57	24.6	10.5
I L L I N O I S									
AERO-SPACE INSTITUTE		IV	----	---	----	----	4		
BELLEVILLE AREA COLLEGE		IV	25.9	16.	22.3	8.6	128	26.6	79.7
BLACKBURN COLLEGE		IV	19.1	17.	16.3	7.0	40	12.5	42.5
CARL SANDBURG COLLEGE		IV	19.8	16.	17.2	8.7	35	40.5	64.9
CENTRAL INCA CMTY COLLEGE		IV	18.6	19.	15.7	9.3	80	52.9	52.9
COLLEGE OF DUPAGE	2	IV	27.9	16.	24.2	7.5	189	23.8	84.7
COLLEGE OF LAKE COUNTY		IV	25.7	16.	22.3	10.5	164	34.8	84.8
COLUMBIA COLLEGE		IV	21.1	8.	19.5	6.3	34	20.6	
ELGIN COMMUNITY COLLEGE		IV	23.6	15.	20.5	8.8	82	42.7	78.0
HIGHLAND CMTY COLLEGE		IV	21.7	19.	18.6	6.9	46	23.9	
ILL ESTN CC FRONTIER CC		IV	----	---	----	----	4	ALL	25.0
ILL ESTN LINCOLN TRAIL C		IV	15.3	19.	12.9		34	36.1	38.9
ILL ESTN CC OLNEY CEN C		IV	18.5	16.	15.9	4.4	40	24.4	68.3
ILL ESTN CC WABASH VLY C		IV	20.4	17.	17.5	8.8	59	20.0	35.0
ILLINOIS VLY CMTY COLLEGE		IV	23.2	17.	19.8	7.3	91	26.4	31.9
JOHN A LOGAN COLLEGE		IV	20.9	17.	17.9	9.1	48	37.5	75.0
JOHN WOOD CMTY COLLEGE		IV	14.8	21.	12.3	7.6	16	56.3	
JOLIET JUNIOR COLLEGE		IV	27.1	19.	22.8	9.4	145	22.8	77.2
KANKAKEE CMTY COLLEGE		IV	19.0	16.	16.3	8.0	56	37.5	
KASKASKIA COLLEGE		IV	20.7	17.	17.7	5.9	53	26.4	66.0
KENDALL COLLEGE		IV	16.3	13.	14.5		15	47.8	47.8
KISHWAUKEE COLLEGE		IV	18.2	14.	15.9	7.1	65	35.4	
LAKE LAND COLLEGE		IV	20.1	15.	17.5	8.0	85	32.9	87.1
LINCOLN LAND CMTY COLLEGE		IV	24.7	15.	21.4		114	32.5	67.5
MALLINCKRODT COLLEGE		IV	10.2	6.	9.6	29.2	8	ALL	
MORRISON INST OF TECHN		IV	----	---	----	----	5	16.7	
MORTON COLLEGE		IV	24.9	15.	21.6	6.8	63	39.7	82.5
PARKLAND COLLEGE		IV	21.6	16.	18.5	8.8	354	42.9	79.2
PRAIRIE STATE COLLEGE		IV	24.6	16.	21.2	7.0	99	42.4	86.9
REND LAKE COLLEGE		IV	20.1	17.	17.3	7.8	63	24.6	38.5
ROCK VALLEY COLLEGE		IV	22.4	19.	18.9	5.7	115	27.0	85.2
SHAWNEE COLLEGE		IV	18.7	16.	16.1	15.6	16	21.1	
SOUTHEASTERN ILL COLLEGE		IV	17.8	17.	15.2	1.8	56	30.4	46.4
SPOON RIVER COLLEGE		IV	22.3	18.	18.9	5.0	37	35.1	73.0
SPRINGFLD COLLEGE IN ILL	LPO	IV	12.7	14.	11.1	2.8	13	38.5	
STATE COMMUNITY COLLEGE		IV	18.7	16.	16.1	7.7	55	49.1	
THORNTON CMTY COLLEGE		IV	25.5	16.	22.0	7.3	120	40.8	83.3
TRITON COLLEGE		IV	26.3	17.	22.4	3.4	212	30.2	83.0
WAUBONSEE CMTY COLLEGE		IV	24.4	18.	20.7	9.8	70	40.0	85.7
I N D I A N A									
IND VOC TECH C-COLUMBUS	5	IV	15.3	20.	12.8	6.6	28	64.3	
IND VOC TECH C-SOUTHWEST	5	IV	15.9	22.	13.0	5.3	20	20.0	
IND VOC TECH C NORTHEAST	5	IV	17.1	20.	14.2	9.2	22	22.7	
INDIANA VOC TECH-CEN IND	5	IV	16.9	20.	14.1	8.1	75	42.7	
IND VOC TECH C-KOKOMO	5	IV	16.2	20.	13.6	6.8	18	44.4	
IND VOC TECH C-LAFAYETTE	5	IV	14.0	24.	11.3	----	24	66.7	
IND VOC TECH NTH CENTRAL	5	IV	15.7	23.	12.7	8.2	40	47.5	
IND VOC TECH-SOUTHCENTRAL	5	IV	14.7	19.	12.3	7.4	21	19.0	
IND VOC TECH-WABASH VLY	5	IV	16.2	22.	13.3	----	35	48.6	
INTERNATIONAL BUSINESS C		IV	----	---	----		3	50.0	
I O W A									
DES MOINES AREA CC		IV	19.7	17.	16.9	8.0	217	40.1	
CLINTON COMMUNITY COLLEGE		IV	18.1	18.	15.4	7.8	30	40.0	
MUSCATINE CMTY COLLEGE		IV	18.1	18.	15.4	7.8	30	40.0	
SCOTT COMMUNITY COLLEGE		IV	18.4	18.	15.7	7.8	69	37.7	

APPENDIX II

NAME OF INSTITUTION	(1) NOTES	(2) INST CATEGORY	(3) AVERAGE COMPENSATION (IN THOUSANDS)	(4) FRINGE BEN AS % OF SALARY	(5) AVERAGE SALARY (IN THOUSANDS)	(6) SALARY INCREASE FOR CONTINUING FACULTY (IN PERCENT)	(7) NUMBER OF FULL-TIME FAC	(8) WOMEN AS % OF TOT FAC	(9) TENURED FAC AS % OF TOT FAC
I O W A (CONTD)									
HAWKEYE INST TECHNOLOGY		IV	18.4	18.	15.6	10.1	112	31.3	
INDIAN HILLS CC		IV	16.6	18.	14.0	8.3	92	38.0	
IOWA LAKES CC NORTH CTR		IV	24.7	17.	21.1	9.6	27	11.1	
IOWA LAKES CC SOUTH CTR		IV	21.7	19.	18.3	9.3	48	33.3	
ELLSWORTH CMTY COLLEGE		IV	20.8	20.	17.3	9.2	98	14.3	
KIRKWOOD CMTY COLLEGE	8	IV	17.9	17.	15.3	9.2	195	31.8	
MOUNT SAINT CLARE COLLEGE	LFO	IV	----	---	----	----	4		
N IOWA AREA CMTY COLLEGE		IV	21.6	17.	18.4	6.5	88	27.3	
NTHEST IA TECH INSTITUTE		IV	16.7	21.	13.9	7.9	72	43.1	
NTHWST IOWA TECH C		IV	16.3	13.	14.4	8.4	41	7.1	
OPEN BIBLE COLLEGE		IV	----	---	----	----	3	20.0	
WESTERN IOWA TECH		IV	18.2	17.	15.6	8.3	82	31.3	
K A N S A S									
ALLEN CO CMTY JR COLLEGE		IV	17.4	10.	15.8	8.2	26	19.2	
BARTON CO CMTY JR COLLEGE		IV	17.3	11.	15.7	6.9	57	32.8	60.3
BUTLER CO CMTY JR COLLEGE		IV	18.8	11.	16.6	11.1	54	20.4	85.2
CENTRAL COLLEGE		IV	13.0	18.	11.0	14.1	14	35.7	
COFFEYVL CMTY JR COLLEGE		IV	16.2	11.	14.5	7.6	21	25.0	45.8
COLBY COMMUNITY COLLEGE		IV	15.4	13.	13.7	8.9	59	37.3	
COWLEY CO CMTY JR COLLEGE		IV	17.5	10.	16.0	12.8	40	25.0	
DONNELLY COLLEGE	LFO	IV	13.0	12.	11.6	5.3	10	60.0	
FT SCOTT CMTY JR COLLEGE		IV	17.3	10.	15.7	10.6	30	35.5	
GARDEN CITY COMMUNITY JC		IV	18.9	12.	16.9	5.6	67	40.3	49.3
HASKELL INDIAN JR COLLEGE	11	IV	21.8	10.	19.8	9.3	55	23.6	89.1
HESSTON COLLEGE		IV	14.4	17.	12.3	9.7	35	21.1	
HIGHLAND CMTY JR COLLEGE		IV	15.2	12.	13.6		19	33.3	
HUTCHINSN CMTY JR COLLEGE		IV	19.2	11.	17.3	9.0	90	22.0	
INDEPENDENCE COMMUNITY JC		IV	16.6	10.	15.0	7.2	32	34.4	
JOHNSN CO CMTY JR COLLEGE		IV	20.4	10.	18.5	8.7	124	42.2	
KANSAS CITY KANS CMTY JC		IV	18.1	10.	16.4	7.1	82	47.6	ALL
LABETTE CMTY COLLEGE		IV	16.3	11.	14.7	10.0	30	43.3	
NEOSHO CO CMTY JR COLLEGE		IV	17.1	11.	15.4	7.2	28	39.3	
PRATT CMTY JUNIOR COLLEGE		IV	15.5	11.	13.9	7.1	27	29.6	
SEWARD CO CMTY JR COLLEGE		IV	17.0	11.	15.3	5.4	22	15.4	
K E N T U C K Y									
DRAUGHON'S COLLEGE		IV	----	---	----		5	71.4	
KENTUCKY BUSINESS COLLEGE		IV	7.5	14.	6.6	8.1	10	60.0	
LEES JUNIOR COLLEGE		IV	13.1	12.	11.7	5.3	24	37.5	
LINDSEY WILSON COLLEGE		IV	13.2	14.	11.6		11	72.7	54.5
MIDWAY COLLEGE		IV	15.5	9.	14.2	9.2	29	69.0	
L O U I S I A N A									
BOSSIER PARISH CC		IV	17.6	11.	15.9	11.6	22	54.5	95.5
SAINT BERNARD PARISH CC		IV	16.4	12.	14.9	13.0	9	60.0	60.0
M A I N E									
ANDOVER COLLEGE		IV	11.0	9.	10.1	5.4	6		
COLLEGE OF THE ATLANTIC		IV	21.0	13.	18.5		11		
EASTERN ME VOC-TECH INST		IV	15.5	3.	15.1	6.5	54	25.9	
NTHN ME VOC TECH INST		IV	16.9	13.	15.0	16.4	43	25.6	
PORTLAND SCHOOL OF ART		IV	15.1	11.	13.5	9.2	11		
SOUTHERN ME VOC TECH INST		IV	16.0	4.	15.4	14.9	85	16.5	64.7
WESTBROOK COLLEGE		IV	16.3	16.	14.1	7.6	37	48.6	
M A R Y L A N D									
SAINT JOHN'S C MAIN CAM		IV	22.9	20.	19.0	4.3	41	12.2	56.1
SNT JOHN'S C SANTA FE NM		IV	23.5	20.	19.5	4.7	35	17.1	65.7
M A S S A C H U S E T T S									
AQUINAS JC AT MILTON	LFO	IV	10.6	10.	9.7	9.1	12	92.3	
AQUINAS JC AT NEWTON	LFO	IV	10.5	12.	9.4		6	85.7	
BAY STATE JC OF BUS		IV	13.0	16.	11.2	9.1	13	85.7	
BERKLEE COLLEGE OF MUSIC		IV	13.0	9.	11.9	19.3	129		
BLUE HILLS REG TECH INST	12	IV	21.0	10.	19.0	11.4	23	21.2	78.7
BRADFORD COLLEGE		IV	17.8	16.	15.4	7.0	25	48.0	12.0
FISHER JUNIOR COLLEGE		IV	14.0	18.	11.9	10.5	23	78.3	
KATHARINE GIBBS SCHOOL		IV	12.4	9.	11.4		21		
MOUNT IDA JUNIOR COLLEGE		IV	11.4	12.	10.2	6.9	41	80.5	22.0
SCH OF MUSEUM FINE ARTS		IV	18.2	22.	14.9	18.8	50	22.0	
SCH WORCESTER ART MUSEUM		IV	11.4	25.	9.2	9.0	9		
SIMON'S ROCK EARLY C		IV	16.2	14.	14.2	3.9	26	19.2	
M I C H I G A N									
ALPENA COMMUNITY COLLEGE		IV	24.3	15.	21.2	7.6	46	17.4	ALL
BAKER JUNIOR COLLEGE BUS		IV	16.6	25.	13.4		15	83.3	
BAY DE NOC CMTY COLLEGE		IV	23.0	15.	20.0	5.9	41	22.0	87.8
CHAS S MOTT CMTY COLLEGE		IV	26.6	16.	23.0	4.3	210	33.3	94.3
DAVENPORT COLLEGE OF BUS		IV	23.9	19.	20.2	10.2	31	40.6	
DETROIT C OF BUS ADMIN		IV	20.1	18.	17.1	3.9	19	42.1	94.7
GLEN OAKS CMTY COLLEGE		IV	21.0	16.	18.1	16.9	23	21.7	87.0
GRAND RAPIDS JR COLLEGE		IV	23.8	11.	21.1	10.7	226	37.2	97.8
GRAND RAPIDS SCH BIBLE		IV	12.1	20.	10.1	8.3	11		
HIGHLAND PK CMTY COLLEGE		IV	27.4	13.	24.2	12.4	72	38.9	97.2
JACKSON COMMUNITY COLLEGE		IV	26.8	12.	24.0	8.5	103	26.2	84.5
KALAMAZOO VALLEY CC	FNA	IV							
KELLOGG COMMUNITY COLLEGE		IV	26.4	13.	23.4	7.0	86	33.7	90.7
KIRTLAND CMTY COLLEGE		IV	20.4	19.	17.2	7.2	21	31.8	
LEWIS C BUSINESS		IV	19.9	16.	9.3		6	66.7	
MACOMB CO CC-CENTER CAM		IV	27.7	25.	22.1	7.4	103	47.6	95.1
MACOMB CO CC-SOUTH CAMPUS		IV	29.1	24.	23.4	5.9	240	24.6	96.7
MERRILL-PALMER INSTITUTE		IV	25.5	20.	21.3	3.5	13	71.4	21.4
MID MICHIGAN CMTY COLLEGE		IV	18.8	15.	16.3	10.0	35	40.0	
MUSKEGON BUSINESS COLLEGE		IV	14.4	11.	12.0		15	33.3	
MUSKEGON CMTY COLLEGE		IV	25.0	13.	22.2	8.5	111	30.6	86.5

APPENDIX II

NAME OF INSTITUTION	(1) NOTES	(2) INST CATEGORY	(3) AVERAGE COMPENSATION (IN THOUSANDS)	(4) FRINGE BEN AS % OF SALARY	(5) AVERAGE SALARY (IN THOUSANDS)	(6) SALARY INCREASE FOR CONTINUING FACULTY (IN PERCENT)	(7) NUMBER OF FULL-TIME FAC	(8) WOMEN AS % OF TOT FAC	(9) TENURED FAC AS % OF TOT FAC
MICHIGAN (CONTD)									
NORTH CEN MICH COLLEGE		IV	19.8	11.	17.9	6.6	31	25.0	96.9
OAKLAND COMMUNITY COLLEGE		IV	28.2	12.	25.1	8.1	251	32.3	94.8
SNT CLAIR CO CMTY COLLEGE		IV	27.5	23.	22.4	9.1	103	35.6	
SOUTHWESTERN MICH COLLEGE		IV	18.4	13.	16.2	9.7	40	26.8	
SUOMI COLLEGE		IV	19.3	23.	15.7	7.3	16	31.3	50.0
WASHTENAW CMTY COLLEGE		IV	28.4	14.	24.9	8.9	124	21.8	93.5
WAYNE COUNTY CMTY COLLEGE		IV	27.3	19.	22.9	8.7	186	53.8	89.8
WEST SHORE CMTY COLLEGE		IV	21.0	15.	18.2	10.8	29	24.1	96.6
MINNESOTA									
ANOKA-RAMSEY CMTY COLLEGE		IV	23.6	17.	20.2	9.6	63	33.3	
AUSTIN COMMUNITY COLLEGE		IV	24.5	16.	21.1	7.8	38	23.7	
BETHANY LUTHERAN COLLEGE		IV	20.5	39.	14.7	6.9	15	20.0	80.0
BRAINERD CMTY COLLEGE		IV	24.6	16.	21.1	8.9	24	20.8	
FERGUS FALLS CMTY COLLEGE		IV	24.3	17.	20.9	9.0	25	20.0	
HIBBING COMMUNITY COLLEGE		IV	22.8	17.	19.5	9.1	30	30.0	
INVER HILLS CMTY COLLEGE		IV	22.5	17.	19.2	11.0	59	37.3	
ITASCA COMMUNITY COLLEGE		IV	25.3	16.	21.9	10.2	24	25.0	
LAKEWOOD CMTY COLLEGE		IV	24.0	17.	20.6	9.6	64	21.9	
DR MARTIN LUTHER COLLEGE		IV	11.1	12.	9.9	12.0	61	19.4	
MESABI COMMUNITY COLLEGE		IV	25.9	16.	22.4	8.3	29	13.8	
METROPOLITAN CMTY COLLEGE		IV	23.1	17.	19.7	10.8	51	49.0	
NORMANDALE CMTY COLLEGE		IV	22.5	18.	19.1	10.3	107	43.0	
NORTH CEN BIBLE COLLEGE		IV	16.3	16.	14.1	12.2	14	21.4	
N HENNEPIN CMTY COLLEGE		IV	23.6	17.	20.2	10.2	76	42.4	
NORTHLAND CMTY COLLEGE		IV	25.7	16.	22.2	9.5	14		
NTHWSTN C CHIROPRACTIC		IV	16.4	8.	15.2	13.7	12	14.3	
RAINY RIVER CMTY COLLEGE		IV	22.7	17.	19.4	10.4	20	15.0	
ROCHESTER CMTY COLLEGE		IV	23.5	17.	20.1	8.6	86	36.0	
SAINT PAUL SEMINARY		IV	12.0	12.	10.6		8		
VERMILION CMTY COLLEGE		IV	22.4	18.	19.0	10.1	18	27.8	
WILLMAR CMTY COLLEGE		IV	25.7	16.	22.2	8.0	26		
WORTHINGTON CMTY COLLEGE		IV	24.0	17.	20.5	8.8	19	21.1	
MISSISSIPPI									
CLARKE COLLEGE		IV	13.0	13.	11.5	14.1	16	56.3	18.8
COPIAH-LINCOLN JR COLLEGE		IV	14.6	9.	13.4	7.4	70	42.9	
EAST CENTRAL JR COLLEGE		IV	15.1	9.	13.9	7.4	37	28.9	
EAST MISS JUNIOR COLLEGE		IV	13.5	9.	12.4	8.5	61	37.7	
HOLMES JUNIOR COLLEGE		IV	14.7	10.	13.4	8.1	59	44.1	
ITAWAMBA JUNIOR COLLEGE		IV	14.7	9.	13.4	7.0	105	47.6	
JONES CO JUNIOR COLLEGE		IV	16.4	9.	15.0	9.8	121	43.0	
MERIDIAN JUNIOR COLLEGE		IV	15.5	10.	14.1		120	53.3	
MISS DELTA JUNIOR COLLEGE		IV	15.4	8.	14.2	8.3	93	55.9	
MISS GULF CST JC JACKSON		IV	17.9	9.	16.5	8.5	76	47.4	
MISS GULF CST JC JEFF DAVIS		IV	17.7	9.	16.3	7.5	83	43.4	
MISS GULF CST JC PERKINSTN		IV	19.3	8.	17.8	6.7	43	37.2	
NORTHEAST MISS JR COLLEGE		IV	15.4	9.	14.0	7.5	107	51.4	
NORTHWEST MISS JR COLLEGE		IV	14.9	10.	13.6	2.1	145	45.5	37.2
PEARL RIVER JR COLLEGE		IV	13.2	9.	12.1	6.3	88	39.8	
PHILLIPS COLLEGE		IV	9.4	24.	7.6	7.0	11	45.5	
PRENTISS NORM-INDUS INST		IV	9.1	10.	8.3	----	6	37.5	
SOUTHWEST MISS JR COLLEGE		IV	14.9	8.	13.8	7.4	43	37.2	
UTICA JUNIOR COLLEGE		IV	14.2	10.	12.9	8.7	59	45.8	
WOOD JUNIOR COLLEGE		IV	10.7	12.	9.5	8.4	11	63.6	
MISSOURI									
CROWDER COLLEGE		IV	13.5	3.	13.1	7.5	25	20.0	
EAST CENTRAL MO DIST JC		IV	15.5	5.	14.8	5.1	42	17.8	
HANNIBAL-LAGRANGE COLLEGE		IV	12.7	23.	10.4	8.6	20	42.9	
JEFFERSON COLLEGE		IV	16.2	5.	15.4	9.3	80	32.1	51.9
LONGVIEW CMTY COLLEGE		IV	23.8	5.	22.7	5.0	57	19.3	80.7
MAPLE WOODS CMTY COLLEGE		IV	23.4	5.	22.2	5.4	32	18.8	ALL
PENN VALLEY CMTY COLLEGE		IV	22.8	5.	21.7	5.3	96	44.8	92.7
MINERAL AREA COLLEGE		IV	15.9	6.	15.0	9.9	81	25.9	
MOBERLY JUNIOR COLLEGE		IV	13.7	7.	12.9	11.1	24	29.2	50.0
PIONEER COMMUNITY COLLEGE		IV	15.9	7.	14.9	6.9	9	81.8	9.1
SAINT MARY'S C O'FALLON		IV	13.2	8.	12.1	6.3	15	ALL	
STATE FAIR CMTY COLLEGE		IV	13.9	5.	13.2	10.6	55	41.8	
STEPHENS COLLEGE		IV	17.9	17.	15.3	8.7	124	47.6	55.6
THREE RIVERS CMTY COLLEGE	6	IV	13.2	3.	12.8	8.2	47	27.7	57.4
TRENTON JUNIOR COLLEGE		IV	13.4	3.	13.0	7.6	27	48.4	48.1
MONTANA									
DAWSON COMMUNITY COLLEGE		IV	19.6	17.	16.7	9.1	20	15.0	50.0
FLATHEAD VLY CMTY COLLEGE		IV	21.9	19.	18.3	6.6	27	16.7	76.7
MILES COMMUNITY COLLEGE		IV	19.7	18.	16.6	8.6	22	39.1	
NEBRASKA									
CEN TECH CMTY C AREA		IV	15.5	18.	13.1	6.4	138	33.3	
GRACE C OF THE BIBLE		IV	13.8	11.	12.5	6.2	18		
METROPOLITAN TECHNICAL CC		IV	16.4	19.	13.8	7.7	99	43.0	
MCCOOK COMMUNITY COLLEGE		IV	18.7	17.	16.0	23.6	22	18.2	
MID PLAINS CC		IV	19.5	17.	16.7	11.0	81	34.4	
NEBRASKA WESTERN COLLEGE		IV	18.4	19.	15.5	8.2	69	22.9	
NORTHEAST TECHNICAL CC		IV	18.0	21.	14.8	7.8	70	20.0	
STHEST CC FAIRBRY-BEATRCE		IV	16.7	16.	14.5	7.3	23	50.0	
SOUTHEAST CC LINCOLN CAM		IV	15.5	15.	13.4	7.5	101	38.8	
SOUTHEAST CC MILFORD CAM		IV	16.3	15.	14.2	7.7	76	7.9	
NEVADA									
CLARK CO CMTY COLLEGE	1	IV	21.2	14.	18.7	10.8	68	36.2	43.5
WESTERN NEV CMTY COLLEGE		IV	20.3	15.	17.7	9.6	55	42.1	35.1
NEW HAMPSHIRE									
MCINTOSH COLLEGE		IV	----	---	----		4	57.1	

APPENDIX II

NAME OF INSTITUTION	(1) NOTES	(2) INST CATEGORY	(3) AVERAGE COMPENSATION (IN THOUSANDS)	(4) FRINGE BEN AS % OF SALARY	(5) AVERAGE SALARY (IN THOUSANDS)	(6) SALARY INCREASE FOR CONTINUING FACULTY (IN PERCENT)	(7) NUMBER OF FULL-TIME FAC	(8) WOMEN AS % OF TOT FAC	(9) TENURED FAC AS % OF TOT FAC
NEW HAMPSHIRE (CONTD)									
DANIEL WEBSTER COLLEGE		IV	13.0	12.	11.6	7.3	9		
NEW JERSEY									
UNION CO TECHNICAL INST		IV	21.4	22.	17.6	15.7	68	56.5	69.6
NEW MEXICO									
NEW MEXICO JUNIOR COLLEGE		IV	20.9	15.	18.2	7.5	39	33.3	
NEW YORK									
CULINARY INST OF AMERICA		IV	22.7	22.	18.7	12.5	82	6.1	
HARRIMAN COLLEGE		IV	13.9	8.	12.9		7	85.7	
HILBERT COLLEGE		IV	13.8	12.	12.3	7.6	17	58.8	
JAMESTWN BUSINESS COLLEGE		IV	13.4	14.	11.8		8	72.7	
KATHARINE GIBBS SCHOOL		IV	12.5	8.	11.6		23	95.8	
LONG IS C HOSP SCH NURS		IV	18.4	7.	17.2	4.4	10	ALL	
MANHATTAN SCHOOL OF MUSIC		IV	13.5	16.	11.6	5.0	20	35.0	
MONROE BUSINESS INSTITUTE		IV	14.9	25.	11.9		19	73.7	
ROCHESTER BUS INSTITUTE		IV	----	---	----	----	4	66.7	
RUSSELL SAGE JC OF ALBANY		IV	18.5	17.	15.8	8.4	46	56.5	39.1
SARAH LAWRENCE COLLEGE		IV	26.3	23.	21.4	9.7	70	38.6	67.1
TAYLOR BUSINESS INSTITUTE		IV	15.2	11.	13.7	6.5	26	50.0	15.4
TECH CAREER INSTITUTES		IV	17.8	17.	15.3	3.5	41		
TOBE-COBURN SCH FASH CARS		IV	15.2	16.	13.1		11	72.7	
UTICA SCHOOL OF COMMERCE		IV	12.3	12.	11.0	8.2	7	42.9	
THE WOOD SCHOOL		IV	15.2	26.	12.1	10.8	12	92.3	
NORTH CAROLINA									
ANSON TECHNICAL COLLEGE		IV	13.0	18.	11.0	7.4	17	29.4	
ASHEVL BUNCOMBE TECH C		IV	17.4	18.	14.8	8.2	76	43.6	
BEAUFORT CO CMTY C		IV	15.4	18.	13.1	5.4	32	34.3	
BLADEN TECHNICAL INST		IV	13.5	18.	11.4	6.3	24	45.8	
BLUE RIDGE TECHNICAL C		IV	17.0	18.	14.4	6.2	21	20.8	
CALDWELL CC AND TECH INST		IV	16.0	18.	13.6	7.2	52	41.5	
CAPE FEAR TECHNICAL INST		IV	16.9	17.	14.5	5.2	68	23.5	
CARTERET TECHNICAL INST		IV	15.8	18.	13.4	8.5	33	54.5	
CATAWBA VALLEY TECH C		IV	18.1	17.	15.4	2.3	69	30.0	
CEN CAROLINA TECH C		IV	16.3	18.	13.8	8.8	69	36.2	
CEN PIEDMONT CMTY COLLEGE		IV	19.7	17.	16.9	10.3	257	47.1	36.2
CHOWAN COLLEGE		IV	16.5	17.	14.1	7.7	53	32.1	77.4
CLEVELAND CO TECH INST		IV	16.1	18.	13.7	5.7	61	31.1	
COASTAL CAROLINA CC		IV	16.1	17.	13.7	7.3	76	47.4	
CRAVEN COMMUNITY COLLEGE		IV	18.9	17.	16.1	7.4	35	40.0	62.9
DAVIDSON CO CMTY COLLEGE		IV	17.5	17.	14.9	6.6	77	36.4	
DURHAM TECHNICAL INST		IV	17.3	18.	14.6	8.6	82	45.1	
EDGECOMBE TECH INST		IV	14.0	21.	11.5	7.1	44	53.3	
FAYETTEVILLE TECH INST		IV	17.2	18.	14.7	7.6	154	42.2	
FORSYTH TECHNICAL INST		IV	17.0	17.	14.5	4.7	101	47.6	
GASTON COLLEGE		IV	16.1	18.	13.6	9.2	73	28.8	
GUILFORD TECHNICAL INST		IV	17.0	18.	14.5	7.0	110	50.0	
HAMILTON COLLEGE		IV	----	---	----	----	4	80.0	
HALIFAX CMTY COLLEGE		IV	15.0	18.	12.7	9.7	47	51.1	
HAYWOOD TECHNICAL INST		IV	15.5	17.	13.2	7.2	50	26.0	
ISOTHERMAL CMTY COLLEGE		IV	16.5	19.	13.8	8.0	39	35.9	
JAMES SPRUNT INSTITUTE		IV	15.1	18.	12.8	7.7	42	47.6	
JEFFERSON COLLEGE		IV	----	---	----	----	3	60.0	
JOHNSTON TECHNICAL INST		IV	14.6	18.	12.4	4.7	75	32.0	
LEES-MCRAE COLLEGE		IV	14.3	13.	12.6	14.7	33	41.7	30.6
LENOIR CMTY COLLEGE		IV	16.5	18.	14.1	6.4	69	34.8	43.5
MCDOWELL TECHNICAL INST		IV	14.8	18.	12.5	6.9	26	34.6	
MARTIN COMMUNITY COLLEGE		IV	15.3	18.	13.0	6.8	35	42.9	
MAYLAND TECHNICAL INST		IV	16.3	17.	13.9	7.5	23	36.0	
MITCHELL CMTY COLLEGE		IV	15.8	18.	13.5	7.7	43	39.5	
MONTGOMERY TECH INSTITUTE		IV	13.5	18.	11.4	5.6	27	29.6	
MONTREAT-ANDERSON COLLEGE		IV	14.0	16.	12.0	7.2	24	32.0	40.0
MOUNT OLIVE COLLEGE		IV	14.3	8.	13.3	5.1	17		
NASH TECHNICAL INSTITUTE		IV	15.6	17.	13.3	5.4	28	43.3	
NC SCHOOL OF THE ARTS		IV	19.7	17.	16.8	10.5	72	30.2	
PAMLICO TECHNICAL C		IV	13.4	17.	11.4	----	10	70.0	
PEACE COLLEGE		IV	16.5	12.	14.7	6.7	25	68.0	48.0
PIEDMONT TECHNICAL INST		IV	17.6	18.	15.0	9.1	29	34.5	
PITT CMTY COLLEGE		IV	15.8	18.	13.5	9.5	67	50.7	
RANDOLPH TECHNICAL C		IV	15.2	18.	13.0	6.7	32	25.0	
RICHMOND TECHNICAL INST		IV	17.0	18.	14.5	7.2	37	57.9	
ROBESON TECHNICAL INST		IV	16.9	17.	14.4	12.1	41	39.0	
ROCKINGHAM CMTY COLLEGE		IV	17.3	17.	14.7	7.2	50	34.0	
ROWAN TECHNICAL INSTITUTE		IV	18.4	17.	15.7	7.0	53	36.8	
SAMPSON TECHNICAL C		IV	14.7	18.	12.4	5.5	36	44.4	
SANDHILLS CMTY COLLEGE		IV	18.6	17.	15.9	7.8	89	38.2	
SOUTHEASTERN CMTY COLLEGE		IV	14.5	17.	12.4	7.0	62	48.4	
SOUTHWESTERN TECH C		IV	15.6	18.	13.3	8.7	42	41.9	
STANLY TECHNICAL C		IV	15.0	19.	12.6	4.4	23	43.5	
SURRY COMMUNITY COLLEGE		IV	14.9	19.	12.5	6.1	59	32.2	61.1
TECH C OF ALAMANCE		IV	17.8	17.	15.2		42	45.2	
TRI-COUNTY COMMUNITY C		IV	14.5	18.	12.3	8.4	23	20.8	
VANCE-GRANVL CMTY COLLEGE		IV	15.9	18.	.6	6.6	37	43.6	
WAKE TECHNICAL COLLEGE		IV	16.8	18.	[illegible]	5.4	86	37.5	
WARREN WILSON COLLEGE		IV	14.5	29.	.2	8.5	36	25.0	63.9
WAYNE COMMUNITY COLLEGE		IV	17.1	17.	14.5	6.4	96	39.6	
WESTERN PIEDMONT CC		IV	16.4	17.	14.0	5.9	54	42.6	68.5
WILKES COMMUNITY COLLEGE		IV	18.4	17.	15.7	6.0	55	41.8	
WILSON CO TECHNICAL INST		IV	16.2	17.	13.8	7.3	46	31.3	
NORTH DAKOTA									
BISHARCK JUNIOR COLLEGE		IV	20.5	21.	16.9	7.5	91	16.1	

APPENDIX II

NAME OF INSTITUTION	(1) NOTES	(2) INST CATEGORY	(3) AVERAGE COMPENSATION (IN THOUSANDS)	(4) FRINGE BEN AS % OF SALARY	(5) AVERAGE SALARY (IN THOUSANDS)	(6) SALARY INCREASE FOR CONTINUING FACULTY (IN PERCENT)	(7) NUMBER OF FULL-TIME FAC	(8) WOMEN AS % OF TOT FAC	(9) TENURED FACULTY AS % OF TOT FAC
NORTH DAKOTA (CONTD)									
LAKE REGION JR COLLEGE		IV	18.5	17.	15.9	11.7	40	32.5	
ND STATE SCHOOL SCIENCE		IV	20.7	19.	17.4	12.1	168	14.9	78.6
ND STATE U BOTTINEAU BR		IV	20.1	19.	16.9	10.8	24	32.0	64.0
STANDING ROCK CC		IV	----	---	----	----	5		
U OF ND WILLISTON BRANCH		IV	19.3	15.	15.9	10.5	27	29.0	
OHIO									
ART ACADEMY OF CINCINNATI		IV	14.1	14.	12.4	7.6	13		
BORROMEO COLLEGE OF OHIO		IV	----	---	----		4		
CINCINNATI TECH COLLEGE		IV	23.8	19.	20.0	10.3	107	18.7	57.9
COLUMBUS TECHNICAL INST		IV	21.1	18.	17.9	9.2	144	41.7	38.9
CUYAHOGA CC DISTRICT		IV	27.0	21.	22.3	7.4	381	37.5	85.6
DAVIS JUNIOR COLLEGE		IV	12.5	17.	10.6		8	72.7	
EDISON STATE CNTY COLLEGE		IV	17.3	17.	14.7	7.1	32	28.1	
FRANKLIN UNIVERSITY		IV	19.3	15.	17.3	7.4	40	26.8	
HOCKING TECHNICAL COLLEGE		IV	17.8	16.	15.3	7.3	78	39.7	
LAKELAND CNTY COLLEGE		IV	27.7	23.	22.6	9.2	95	28.4	85.3
LIMA TECHNICAL COLLEGE		IV	18.6	18.	16.7	9.3	45	53.8	
MARION TECHNICAL COLLEGE		IV	18.9	17.	16.3	17.1	26	57.7	
NORTH CEN TECH COLLEGE		IV	17.9	20.	14.9	6.4	52	33.8	
NORTHWEST TECH COLLEGE		IV	18.0	18.	15.2	2.6	20	22.7	
TERRA TECHNICAL COLLEGE		IV	19.1	22.	14.8	1.4	54	24.1	
WASHINGTON TECH COLLEGE		IV	16.8	18.	14.2		14	42.9	
OKLAHOMA									
BARTLESVILLE WESLEYAN C		IV	16.8	20.	14.0	2.6	22	22.7	
CARL ALBERT JR COLLEGE		IV	17.5	10.	15.5	8.2	26	27.6	
CLAREMORE JUNIOR COLLEGE		IV	17.2	13.	15.2	7.3	49	30.6	
CONNORS STATE COLLEGE		IV	16.3	10.	14.8	6.2	63	33.3	61.9
EASTERN OKLA ST COLLEGE		IV	18.4	10.	16.7	7.4	66	28.4	67.2
EL RENO JUNIOR COLLEGE		IV	17.2	10.	15.6	6.4	25	40.0	44.0
MURRAY STATE COLLEGE		IV	16.5	10.	14.9	7.3	35	22.2	41.7
NTHESTN OKLA AGRL-MECH C		IV	18.7	11.	16.9	6.5	94	32.6	75.8
NORTHERN OKLAHOMA COLLEGE		IV	18.1	10.	16.4	6.1	48	32.7	57.1
OKLA SCH BUS ACCT LAW FIN		IV	----	---	----		4	66.7	
OSCAR ROSE JUNIOR COLLEGE		IV	19.2	11.	17.3	11.3	148	49.3	57.4
SAINT GREGORY'S COLLEGE	LPO	IV	15.7	11.	14.3	7.3	11	27.3	63.6
SAYRE JUNIOR COLLEGE		IV	15.9	10.	14.4	9.0	10	45.5	72.7
SEMINOLE JUNIOR COLLEGE		IV	17.3	10.	15.7	6.7	49	27.5	35.3
SOUTH OKLA CTY JR COLLEGE		IV	19.6	14.	15.9	6.1	93	40.9	
OKLAHOMA CTY STHWSTN C		IV	13.1	12.	11.8	10.9	38	30.8	41.0
TULSA JUNIOR COLLEGE		IV	18.1	13.	16.1	11.0	142	51.4	
WESTERN OKLAHOMA STATE C		IV	17.7	10.	16.0	6.8	40	32.6	34.9
OREGON									
BLUE MTN CNTY COLLEGE		IV	24.9	22.	20.4	9.2	61	23.4	75.0
CHEMEKETA CNTY COLLEGE		IV	23.8	22.	19.4	3.3	183	35.7	76.2
CLACKAMAS CNTY COLLEGE		IV	23.9	22.	19.5	4.4	139	38.8	69.1
CLATSOP COMMUNITY COLLEGE		IV	24.5	24.	19.8	11.7	45	20.0	75.6
COLUMBIA CHRISTIAN C		IV	15.3	14.	13.4	7.7	15		
LANE COMMUNITY COLLEGE		IV	23.0	23.	18.7	7.3	242	39.3	79.8
LINN-BENTON CNTY COLLEGE		IV	22.0	22.	18.0	10.0	119	31.1	
MOUNT HOOD CNTY COLLEGE		IV	24.8	21.	20.5	9.5	161	32.9	52.2
MUSEUM ART SCHOOL		IV	15.3	18.	12.9	13.0	15	20.0	26.7
PORTLAND CNTY COLLEGE		IV	25.4	23.	20.6	12.6	310	37.1	89.6
ROGUE COMMUNITY COLLEGE		IV	24.8	21.	18.0	9.5	45	21.7	67.4
TREASURE VLY CNTY COLLEGE		IV	21.0	23.	17.0	9.7	45	23.9	
UMPQUA COMMUNITY COLLEGE		IV	24.4	23.	19.8	7.4	55	27.3	78.2
PENNSYLVANIA									
KEYSTONE JUNIOR COLLEGE		IV	17.4	18.	14.8	6.6	37	35.1	
MANOR JUNIOR COLLEGE		IV	----	---	----	9.8	3	60.0	
RHODE ISLAND									
ROGER WILLIAMS C MAIN CAM		IV	23.4	20.	19.5	8.6	78	16.5	
SOUTH CAROLINA									
AIKEN TECHNICAL COLLEGE	13	IV	16.1	9.	14.8		37	37.8	
ANDERSON COLLEGE		IV	16.0	18.	13.6	7.7	42	35.7	88.1
BEAUFORT TECH COLLEGE	13	IV	15.6	10.	14.1		47	38.3	
CHESTERFLD-MARLBORO TECH	13	IV	14.5	10.	13.2	8.0	19	40.0	
DENMARK TECHNICAL COLLEGE	13	IV	16.8	8.	15.5	11.2	32	23.5	
FLORENCE DARLINGTON TECH	13	IV	16.9	10.	15.3	17.9	86	43.0	
FRIENDSHIP COLLEGE		IV	9.2	13.	8.2		10	33.3	
GREENVILLE TECH COLLEGE	13	IV	16.9	9.	15.5		170	45.9	
HORRY-GEORGETOWN TECH C	13	IV	16.1	9.	14.7	9.9	40	31.7	
ORANGEBURG CALHOUN TECH C	13	IV	16.2	9.	14.8	10.2	53	43.4	
SPARTANBURG TECH COLLEGE	13	IV	15.9	9.	14.7	13.8	76	43.4	
SPARTANBURG METH COLLEGE		IV	13.8	12.	12.3	6.3	26	42.3	42.3
SUMTER AREA TECH COLLEGE	13	IV	15.1	9.	13.9	12.9	40	35.0	
TRI-COUNTY TECH COLLEGE	13	IV	16.8	9.	15.5	15.3	72	29.2	
WILLIAMSBURG TECH C	13	IV	14.1	8.	13.0	15.4	26	38.5	
YORK TECHNICAL COLLEGE	13	IV	16.4	10.	15.0	14.6	60	46.7	
SOUTH DAKOTA									
FREEMAN JUNIOR COLLEGE		IV	11.3	17.	9.7	----	9	44.4	
NATIONAL COLLEGE		IV	14.9	10.	13.5	7.2	26	53.8	
OGLALA SIOUX CC		IV	15.1	13.	13.4	11.1	22	50.0	
PRESENTATION COLLEGE	9	IV	13.5	10.	12.3	8.1	26	88.5	
TENNESSEE									
AQUINAS JUNIOR COLLEGE	LPO	IV	----	---	----	----	4		
CUMBERLAND COLLEGE TENN		IV	12.4	14.	10.9	6.1	13	58.8	
FREE WILL BAPTIST BIBLE C		IV	14.9	9.	13.7	9.6	19	42.1	
FREED-HARDEMAN COLLEGE		IV	15.8	13.	14.1	7.9	62	25.0	45.3
HAWASSEE COLLEGE		IV	13.8	16.	11.9	6.8	25	40.0	68.0
MID-SOUTH BIBLE COLLEGE		IV	----	---	----	----	3		

APPENDIX II

NAME OF INSTITUTION	NOTES	(1) INST CATEGORY	(2) AVERAGE COMPENSATION (IN THOUSANDS)	(3) FRINGE BEN AS % OF SALARY	(4) AVERAGE SALARY (IN THOUSANDS)	(5) SALARY INCREASE FOR CONTINUING FACULTY (IN PERCENT)	(6) NUMBER OF FULL-TIME FAC	(7) WOMEN AS % OF TOT FAC	(8) TENURED FAC AS % OF TOT FAC
TENNESSEE (CONTD)									
MORRISTOWN COLLEGE		IV	13.5	7.	12.6		13	69.2	15.4
TENNESSEE TEMPLE UNIV		IV	9.9	16.	8.6	10.0	130	40.0	
TOMLINSON COLLEGE		IV	11.9	11.	10.7		8	37.5	
TEXAS									
ALVIN COMMUNITY COLLEGE		IV	22.0	19.	18.6	8.9	81	45.7	64.2
AMERICAN TECHNOLOGICAL U		IV	----	---	----	9.9	5		
ANGELINA COLLEGE		IV	18.4	12.	16.4		57	35.6	55.9
BEE COUNTY COLLEGE		IV	18.2	18.	15.5	7.3	75	41.3	
BLINN COLLEGE		IV	21.3	17.	18.2	9.3	46	25.0	
BROOKHAVEN COLLEGE		IV	20.0	10.	18.2	12.5	52	51.9	
CENTRAL TEXAS COLLEGE		IV	19.6	10.	17.8	9.2	73	35.6	
CISCO JUNIOR COLLEGE		IV	15.5	12.	13.9	12.4	57	31.6	50.9
CLARENDON COLLEGE		IV	15.4	18.	13.0	4.9	21	34.8	39.1
COLLEGE OF THE MAINLAND	6	IV	21.3	12.	18.9	6.7	21	59.1	40.9
COOKE COUNTY COLLEGE		IV	18.1	19.	15.2	11.0	55	27.6	
EL PASO CO CMTY COLLEGE		IV	18.8	13.	16.7	9.2	182	38.8	49.2
GALVESTON COLLEGE		IV	20.6	16.	17.8	5.8	56	50.9	80.7
GRAYSON CO JUNIOR COLLEGE		IV	17.3	16.	14.9	9.0	111	38.7	
HENDERSON CO JR COLLEGE		IV	19.1	20.	15.8	12.2	82	22.9	
HILL JUNIOR COLLEGE		IV	14.6	19.	12.3	10.6	33	36.4	45.5
HOWARD C AT BIG SPRING		IV	18.6	16.	16.0	8.6	34	44.1	52.9
JACKSONVILLE COLLEGE		IV	12.0	7.	11.2	5.2	9	27.3	
KILGORE COLLEGE		IV	19.5	14.	17.2	8.6	130	38.9	
LAREDO JUNIOR COLLEGE		IV	18.6	16.	16.0	7.3	105	40.0	48.6
LEE COLLEGE		IV	22.8	17.	19.5	9.9	114	21.1	
LON MORRIS COLLEGE		IV	15.1	15.	13.1	8.3	17	27.8	72.2
MCLENNAN CMTY COLLEGE		IV	18.3	10.	16.7	8.0	118	48.3	68.6
NAVARRO COLLEGE		IV	18.0	13.	16.0	6.4	31	18.2	
NORTH HARRIS CO COLLEGE		IV	18.5	12.	16.5	12.4	113	46.9	28.3
PANOLA JUNIOR COLLEGE	3	IV	17.6	18.	14.9	8.6	30	35.5	64.5
PARIS JUNIOR COLLEGE	3	IV	16.7	18.	14.1	6.2	83	39.8	50.6
RANGER JUNIOR COLLEGE		IV	16.7	18.	14.1	9.3	23	25.0	45.8
SAN JACINTO C CENTRAL CAM		IV	21.1	12.	18.9	6.8	284	38.0	
SOUTHWEST TEX JR COLLEGE		IV	17.7	12.	15.7	6.0	61	28.3	60.4
TEMPLE JUNIOR COLLEGE	3	IV	18.0	18.	15.2	8.1	76	44.7	64.5
TEXAS SOUTHMOST COLLEGE		IV	19.8	18.	16.8	10.1	122	36.9	27.0
TEX ST TECH AMARILLO CAM		IV	15.7	20.	13.1	3.4	59	18.6	
VERNON REG JUNIOR COLLEGE	3	IV	15.5	10.	14.1	7.0	43	53.5	
VICTORIA COLLEGE		IV	23.1	18.	19.6	10.0	63	34.9	69.8
WHARTON CO JR COLLEGE	3	IV	20.2	18.	17.2	7.0	90	32.2	
UTAH									
COLLEGE OF EASTERN UTAH		IV	21.0	25.	16.9	10.2	44	25.0	47.7
STEVENS HENAGER COLLEGE		IV	11.2	16.	9.7	----	16	56.3	
UTAH TECH COLLEGE PROVO	2	IV	20.9	26.	16.7	7.8	144	27.1	75.0
UTAH TECH COLLEGE SALT LK	2	IV	21.7	26.	17.2	11.0	165	23.6	86.1
VERMONT									
BENNINGTON COLLEGE		IV	18.0	19.	15.1	7.1	53	28.3	75.5
GODDARD COLLEGE		IV	13.9	11.	12.5	.4	49	40.8	
MARLBORO COLLEGE		IV	11.6	13.	10.3	7.8	37	13.5	37.8
SCH FOR INTRNATL TRAINING		IV	11.5	11.	10.4	12.6	54	51.9	27.8
VIRGINIA									
NATIONAL BUSINESS COLLEGE		IV	8.2	20.	6.8	.9	18	44.4	
VA INTERMONT COLLEGE		IV	15.5	17.	13.2	7.8	38	37.5	30.0
WASHINGTON									
BELLEVUE CMTY COLLEGE		IV	25.2	18.	21.4	12.2	93	37.6	86.0
BIG BEND CMTY COLLEGE		IV	24.4	18.	20.7	11.4	44	18.2	79.5
CENTRALIA COLLEGE		IV	25.2	17.	21.5	15.9	55	14.0	77.2
CLARK COLLEGE		IV	24.4	16.	21.0		95	27.4	78.9
COLUMBIA BASIN CC		IV	24.2	19.	20.4	12.5	98	29.3	67.7
CORNISH INSTITUTE		IV	12.5	12.	11.2	11.4	12		
EDMONDS COMMUNITY COLLEGE		IV	23.4	16.	20.1	8.8	73	34.2	68.5
EVERETT CMTY COLLEGE		IV	24.5	16.	21.2	16.4	143	33.6	82.5
EVERGREEN STATE COLLEGE		IV	26.7	19.	22.4	9.6	98	27.6	
FORT STELLACOOM CC		IV	23.8	18.	20.2	11.8	94	34.0	73.4
GRAYS HARBOR COLLEGE		IV	25.6	17.	21.8	10.2	48	18.8	83.3
GREEN RIVER CMTY COLLEGE		IV	26.9	19.	22.6	8.0	99	27.3	92.9
HIGHLINE CMTY COLLEGE		IV	24.2	17.	20.6	7.2	142	40.1	85.2
LOWER COLUMBIA COLLEGE		IV	23.3	17.	20.0	10.6	70	31.4	72.9
NORTH SEATTLE CC		IV	25.5	20.	21.3	11.0	96	32.3	80.2
OLYMPIA TECH CMTY COLLEGE		IV	23.4	18.	19.8	11.5	42	45.2	78.6
OLYMPIC COLLEGE		IV	23.7	19.	19.9	3.0	110	26.4	86.4
SEATTLE CC CENTRAL CAMPUS		IV	25.9	20.	21.6	10.8	172	36.6	80.8
SKAGIT VALLEY COLLEGE		IV	23.9	16.	20.6	11.4	71	26.8	74.6
SEATTLE CC SOUTH CAMPUS		IV	24.1	19.	20.3	11.1	75	20.9	77.3
SPOKANE COMMUNITY COLLEGE		IV	22.0	21.	18.3	6.6	207	28.0	73.4
SPOKANE FLS CMTY COLLEGE		IV	24.1	20.	20.0	9.6	151	32.5	73.5
TACOMA COMMUNITY COLLEGE		IV	27.5	18.	23.2	10.6	85	27.1	87.1
WALLA WALLA CMTY COLLEGE		IV	20.4	19.	17.2	8.6	93	34.4	60.2
WENATCHEE VALLEY COLLEGE		IV	22.7	15.	19.7	11.1	70	30.0	71.4
WHATCOM CMTY COLLEGE		IV	20.9	17.	17.8	4.2	21	52.2	65.2
YAKIMA VALLEY CC		IV	23.0	16.	19.8	1.5	125	36.8	84.0
WEST VIRGINIA									
BECKLEY COLLEGE		IV	13.5	23.	11.0	8.2	13	40.0	
WISCONSIN									
BLACKHAWK TECHNICAL INST		IV	23.2	26.	18.3	8.3	69	42.3	
DISTRICT ONE TECH INST		IV	23.5	25.	18.8	10.2	141	31.2	
FOX VALLEY TECH INST		IV	21.2	20.	17.6	9.7	179	33.5	
GATEWAY TECH INST-KENOSHA		IV	19.3	18.	16.4	5.7	108	39.8	
GATEWAY TECH INST-RACINE		IV	19.4	18.	16.4	.1	55	41.8	

APPENDIX II	(1) NOTES	(2) INST CATE GORY	(3) AVERAGE COMPENSATION (IN THOUSANDS)	(4) FRINGE BEN AS % OF SALARY	(5) AVERAGE SALARY (IN THOUSANDS)	(6) SALARY INCREASE FOR CONTINUING FACULTY (IN PERCENT)	(7) NUMBER OF FULL-TIME FAC	(8) WOMEN AS % OF TOT FAC	(9) TENURED FAC AS % OF TOT FAC
NAME OF INSTITUTION									
WISCONSIN (CONTD)									
HOLY REDEEMER COLLEGE		IV	----	---	----	---	3		
MADISON AREA TECH COLLEGE		IV	27.2	26.	21.6	8.9	276	37.3	
MID-STATE TECHNICAL INST		IV	22.1	23.	17.9	9.7	65	44.6	
MILWAUKEE AREA TECH C		IV	28.3	24.	22.8	8.3	623	38.2	
MORAINE PARK TECH INST		IV	29.7	23.	36.8	12.9	117	31.6	
NORTHEAST WIS TECH INST		IV	21.0	24.	17.0		168	30.4	
STHWST WIS VOC TECH INST		IV	19.2	24.	15.4	11.2	75	29.3	
WAUKESHA COUNTY TECH INST		IV	27.0	25.	21.6	9.0	120	30.0	
WESTERN WIS TECH INST		IV	21.1	25.	16.9	2.9	181	35.4	
WISCONSIN CONSV OF MUSIC	1	IV	18.8	11.	17.0	7.6	9	33.3	
WYOMING									
CASPER COLLEGE		IV	21.9	16.	18.8	9.8	120	29.2	75.0
CENTRAL WYOMING COLLEGE		IV	20.3	15.	17.7	9.9	33	27.3	
EASTERN WYOMING COLLEGE	3	IV	19.1	15.	16.6	6.6	27	25.0	57.1
LARAMIE CO CMTY COLLEGE		IV	17.0	16.	14.6	10.9	81	49.4	70.4
NORTHWEST CMTY COLLEGE		IV	21.1	18.	17.8	16.4	56	19.8	40.4
SHERIDAN COLLEGE		IV	20.0	15.	17.5	9.8	39	32.5	52.5
PUERTO RICO									
INTER AMER U BARNQUITS BR		IV	13.0	13.	11.5		18	33.3	
MICRONESIA									
CMTY COLLEGE MICRONESIA		IV	8.5	13.	7.6	8.2	21	42.9	
AMERICAN SOMOA									
AMER SAMOA CMTY COLLEGE		IV	12.1	6.	11.4		51	35.3	

APPENDIX III
(DATA ON 12-MONTH BASIS)

NAME OF INSTITUTION	(1) NUMBER OF FULL-TIME FACULTY MEMBERS BY RANK EXCLUDING CHAIRMEN				(2) AVERAGE COMPENSATION BY RANK (NEAREST HUNDRED)				(3) FRINGE BENEFITS AS PERCENT OF AVERAGE SALARY				(4) SALARY DISTRIBUTION (ALL RANKS COMBINED)		
	PROF	ASSO	ASST	INST	PROF	ASSO	ASST	INST	PROF	ASSO	ASST	INST	HQ	MDN	LQ
CALIFORNIA															
LOMA LINDA UNIV SCH OF MED	13	19	5	1	35,9	29,5	----	----	12.9	14.5	----	----	30,3	26,5	24,2
STANFORD UNIV SCH OF MED	21	4	12		57,0	----	32,3		19.5	----	26.0		48,7	38,6	26,3
UNIV CALIF SAN FRCSCO SCH MED	56	31	33		52,8	39,7	34,7		21.9	24.4	26.0		42,6	33,6	29,5
UNIV SOUTHERN CALIF SCH OF MED	18	21	12	1	57,8	40,8	32,3	----	14.1	16.1	17.9	----	47,7	37,3	31,9
CONNECTICUT															
UNIV OF CONN SCH OF MED	12	10	21	2	48,1	36,9	30,8	----	11.9	13.7	15.2	----	40,7	31,5	27,1
YALE UNIV SCHOOL OF MEDICINE	21	9	24	1	53,9	35,7	27,9	----	12.8	15.7	18.2	----	48,5	29,7	23,8
DISTRICT OF COLUMBIA															
HOWARD UNIVERSITY COLL OF MED	8	18	39	1	46,6	34,8	27,9	----	15.3	16.6	17.8	----	30,6	25,9	23,4
FLORIDA															
UNIV OF FLORIDA COLL OF MED	23	22	24	1	45,5	34,5	28,8	----	15.0	16.6	17.6	----	35,6	29,5	25,9
GEORGIA															
EMORY UNIVERSITY MED SCH	12	22	17		42,1	32,8	26,8		11.0	11.0	11.0		34,4	29,3	24,8
HAWAII															
UNIV OF HAWAII SCH OF MED	21	10	4		43,3	30,0	----		16.2	18.4	----		38,5	32,5	25,4
ILLINOIS															
LOYOLA UNIV STRICH SCH OF MED	9	11	14	1	36,9	30,8	26,7	----	9.5	10.5	11.4	----	31,3	27,2	24,5
RUSH MEDICAL COLLEGE	12	16	42	7	61,6	44,6	28,4	28,1	15.0	15.0	15.0	15.0	40,3	30,2	21,8
SOUTHERN ILL UNIV SCH OF MED	13	27	19	17	40,1	33,2	27,7	21,9	14.5	14.9	15.3	15.9	31,2	26,9	23,1
UNIV CHICAGO PRITZKER MED SCH	41	25	26		48,6	36,3	30,6		20.9	21.8	22.5		39,5	31,3	27,8
UNIV OF ILLINOIS BASIC SCIS	45	33	46	4	44,2	34,9	28,7	----	16.1	16.2	16.2	----	34,9	28,6	24,9
INDIANA															
INDIANA UNIVERSITY SCH OF MED	35	31	31		38,0	31,8	27,6		24.0	25.0	25.5		28,6	25,9	23,3
IOWA															
UNIV OF IOWA COLL OF MED	35	26	30	4	49,6	38,4	30,5	----	16.5	17.7	19.1	----	40,5	32,3	26,8
KANSAS															
UNIV OF KANSAS MEDICAL CTR	20	16	17		42,7	33,4	27,2		13.1	14.5	16.0		36,5	29,5	24,8
KENTUCKY															
UNIV OF KENTUCKY COLL OF MED	19	22	11		41,0	33,9	27,4		15.2	15.2	15.7		36,1	31,3	26,4
UNIV OF LOUISVILLE SCH OF MED	18	20	19	3	44,1	34,2	27,4	----	15.5	16.6	15.4	----	36,2	28,3	24,5
LOUISIANA															
LSU SCH OF MED IN NEW ORLEANS	17	24	37	6	39,4	31,2	27,6	20,8	9.8	10.2	10.6	11.3	31,3	27,3	24,8
TULANE UNIV SCHOOL OF MEDICINE	16	11	14	3	41,4	32,6	27,0	----	16.5	17.8	19.0	----	35,3	27,3	24,2
MARYLAND															
JOHNS HOPKINS SCH OF MED	15	20	29	9	58,2	40,4	30,1	25,0	18.1	19.4	16.7	19.3	39,7	29,3	24,9
UNIV OF MARYLAND SCH OF MED	22	13	29		44,5	37,1	27,9		11.9	13.3	16.4		40,3	30,3	23,5
MASSACHUSETTS															
TUFTS UNIVERSITY SCH OF MED	22	11	12		49,6	38,4	26,1		21.5	15.5	15.5				
UNIV OF MASSACHUSETTS MED SCH	9	23	13		38,9	31,9	26,7		2.4	2.9	3.5		36,1	30,5	26,9
MICHIGAN															
MICH ST UNIV COLL HUMAN MED	39	20	9	1	45,2	34,4	26,7	----	19.0	19.0	19.0	----	38,3	33,2	27,8
UNI OF MICHIGAN MEDICAL SCH	58	31	20	2	49,4	37,5	28,8	----	15.1	15.9	19.1	----	44,8	35,6	29,3
MINNESOTA															
UNIV OF MINN MED SCHOOL	37	17	21	4	46,1	36,0	26,4	----	19.4	19.4	19.4	----	39,3	31,8	24,2
UNIV MINN DULUTH SCH OF MED	3	11	14	3	----	33,8	27,6	----	----	21.0	21.0	----	27,5	25,3	22,3
MISSISSIPPI															
UNIV OF MISSISSIPPI SCH OF MED	25	12	19	15	43,2	31,8	23,9	15,4	5.1	6.8	9.1	10.0			
MISSOURI															
ST LOUIS UNIV SCH OF MED	16	22	21	13	36,0	30,3	24,8	15,5	10.2	10.3	8.9	9.0	29,8	25,5	21,5
UNIV MISSOURI COLUMBIA SCH MED	20	19	16	1	36,4	31,2	26,2	----	7.8	9.0	10.8	----	32,8	29,1	24,8
WASHINGTON UNIV SCH OF MED	29	19	22	8	45,5	37,5	29,0	22,4	15.0	15.0	16.2	17.1	38,7	32,2	26,4
NEBRASKA															
CREIGHTON UNIV SCH OF MED	10	8	11	1	37,3	29,7	29,7	----	9.3	10.4	9.0	----	34,5	28,4	24,5
UNIV OF NEBRASKA COLL OF MED	13	23	14		45,8	33,0	25,0		10.2	12.0	13.7				
NEVADA															
UNIV NEVADA RENO SCH MED SCI	5	13	5	6	----	31,1	----	22,1	----	10.5	----	11.2	31,8	27,4	23,3
NEW HAMPSHIRE															
DARTMOUTH MEDICAL SCHOOL	17	7	19	1	47,5	36,1	27,9	----	24.0	24.0	24.0	----	36,5	28,6	22,5
NEW JERSEY															
N J MED SCH COLL MED DENT	17	27	16	2	55,0	44,2	32,7	----	15.3	16.1	17.4	----	44,5	38,8	31,3
RUTGERS MEDICAL SCHOOL	16	16	13	4	57,1	44,1	33,5	----	16.9	16.9	16.9	----	49,1	37,5	28,3
NEW MEXICO															
UNIV OF NEW MEXICO SCH OF MED	8	13	16		42,3	31,2	26,3		12.0	13.8	15.1		32,3	27,2	22,7
NEW YORK															
YESHIVA EINSTEIN COLL OF MED	27	24	25	2	54,8	42,4	33,9	----	23.0	23.0	23.0	----			
COLUMBIA U COLL PHYS SURGNS	30	15	44		57,0	44,5	33,4		18.6	18.5	19.9		43,6	33,5	27,4
CORNELL UNIVERSITY MEDICAL COL	15	13	18	4	49,3	40,9	32,8	----	14.9	16.0	17.5	----	40,7	34,5	27,7
MOUNT SINAI SCH OF MEDICINE	16	23	33	12	[illegible]	42,6	34,1	25,9	12.1	17.2	19.7	20.9			
NEW YORK UNIV SCH OF MED	26	27	35	3	[illegible]	39,0	30,5	----	22.9	23.7	24.6	----	40,8	32,6	23,3
SUNY DOWNSTATE MEDICAL CTR	24	24	18	2	50,6	39,4	30,8	----	19.3	20.8	22.8	----	42,2	33,2	29,2
SUNY UPSTATE MEDICAL CTR	18	13	16		47,5	38,0	31,3		19.6	21.1	22.6		40,1	32,5	27,5
NORTH CAROLINA															
DUKE UNIVERSITY SCH OF MED	34	25	45	2	48,9	37,9	26,6	----	18.9	17.1	14.7	----	37,8	28,5	23,8
UNIV OF NORTH CAROLINA SCH MED	41	53	43	14	46,8	34,4	28,0	21,5	13.2	14.8	16.2	16.8	36,3	28,4	24,3
OHIO															
CASE WESTERN RES SCH OF MED	17	31	28	8	46,4	35,0	29,9	20,4	20.8	21.9	22.1	24.6			
OHIO STATE UNIV COLL OF MED	35	22	16		45,1	34,0	28,0		22.0	22.6	23.2		36,0	30,0	25,7

APPENDIX III
(DATA ON 12-MONTH BASIS)

NAME OF INSTITUTION	(1) NUMBER OF FULL-TIME FACULTY MEMBERS BY RANK EXCLUDING CHAIRMEN				(2) AVERAGE COMPENSATION BY RANK (NEAREST HUNDRED)				(3) FRINGE BENEFITS AS PERCENT OF AVERAGE SALARY				(4) SALARY DISTRIBUTION (ALL RANKS COMBINED)		
	PROF	ASSO	ASST	INST	PROF	ASSO	ASST	INST	PROF	ASSO	ASST	INST	HQ	MDN	LQ
OKLAHOMA															
UNIV OF OKLAHOMA COLL OF MED	19	24	13		37,0	31,0	27,0		14.9	16.2	16.6		31,4	28,3	24,3
OREGON															
UNIV OF OREGON MED SCHOOL	30	15	17	5	40,5	35,4	26,1	----	17.5	17.5	17.5	----	35,2	30,3	23,7
PENNSYLVANIA															
HAHNEMANN MEDICAL COLLEGE	13	10	16	18	39,2	31,9	26,5	19,8	10.7	10.9	10.0	9.1	31,5	24,6	20,4
MEDICAL COLL OF PENNSYLVANIA	6	14	15		44,2	35,8	28,4		14.4	15.9	18.1		34,5	28,5	24,4
PENN ST U M SCH HERSHEY MED CT	12	24	22	4	44,7	35,9	25,0	----	14.9	16.0	18.0	----			
UNIV PENNSYLVANIA MED SCH	47	30	29	7	53,7	37,8	29,6	21,9	21.9	23.3	24.6	24.8	43,7	31,3	25,6
UNIV OF PITTSBURGH SCH OF MED	13	13	16	2	50,6	35,3	27,8	----	20.2	21.1	22.9	----	38,7	28,3	24,5
SOUTH CAROLINA															
MED UNIV OF S C COLL OF MED	27	33	30	19	47,6	36,6	30,7	22,0	13.9	14.9	15.8	16.6	37,7	29,7	25,4
TENNESSEE															
UNIV OF TENN BASIC SCI AND MED	35	27	23	9	42,7	32,8	26,4	15,7	14.2	14.2	14.2	14.2			
VANDERBILT UNIV SCH OF MED	26	24	28	10	49,0	36,6	27,8	18,9	15.3	16.7	19.5	12.9	37,6	31,2	22,6
TEXAS															
TEXAS TECH UNIV SCH OF MED	5	17	16		----	38,3	30,3		----	15.8	17.9		34,7	29,8	26,3
UNIV OF TEX MED BR GALVESTON	31	33	31	11	48,6	36,7	32,2	25,0	16.3	16.8	16.7	19.2	38,8	30,8	27,6
UNIV OF TEX MED SCH HOUSTON	4	18	24	4	----	44,9	35,8	----	----	33.4	33.4	----	34,5	30,4	25,8
UTAH															
UNIV OF UTAH COLL OF MED	23	20	21	7	44,2	34,0	29,2	27,9	19.8	21.8	23.3	23.7	32,3	27,3	24,5
VIRGINIA															
BOWMAN GRAY SCH OF MED	8	21	26	9	38,4	33,4	30,0	24,4	14.3	16.4	17.7	18.7	30,5	26,8	23,2
UNIV OF VIRGINIA SCH OF MED	26	19	16	3	47,8	33,1	24,0	----	12.7	14.9	16.1	----			
WASHINGTON															
UNIV WASHINGTON SCH OF MED	41	35	25	1	47,4	36,4	31,4	----	13.6	15.9	17.4	----	40,6	33,5	29,4
WISCONSIN															
MEDICAL COLL OF WISCONSIN	13	19	25	4	49,5	34,6	25,8	----	14.0	14.0	14.0	----	35,7	27,3	22,2
UNIV OF WISCONSIN MED SCH	35	25	20		46,1	35,1	29,7		18.8	20.9	22.5		38,3	30,7	26,8
PUERTO RICO															
UNIV OF PUERTO RICO SCH OF MED	5	10	21	6	----	32,4	21,5	18,4	----	15.6	4.1	17.8	27,5	22,6	17,8

Notes to Appendix I

1. A factor of 9.6/12 (or 80.0 per cent) was used to convert 12-month salaries to a standard academic-year basis.
2. A factor of 10/12 (or 83.3 per cent) was used to convert 12-month salaries to a standard academic-year basis.
3. A factor of 9/12 (or 75.0 per cent) was used to convert 12-month salaries to a standard academic-year basis.
4. A factor of 9/10 (or 90.0 per cent) was used to convert 12-month salaries to a standard academic-year basis.
5. A factor of 86.0 per cent was used to convert 12-month salaries to a standard academic-year basis.
6. A factor of 76.9 per cent was used to convert 12-month salaries to a standard academic-year basis.
7. A factor of 9/10.5 (or 85.7 per cent) was used to convert 12-month salaries to a standard academic-year basis.
8. A factor of 87.5 per cent was used to convert 12-month salaries to a standard academic-year basis.
9. A factor of 9.5/11 (or 86.4 per cent) was used to convert 12-month salaries to a standard academic-year basis.
10. Data apply to both lay and clerical faculty.
11. *Public Texas Four-Year-and-Up Institutions*—The average compensation by rank also includes the employee's contribution to the Federal Social Security program which, starting last year, was paid by the state. A factor of 75.0 per cent was used to convert 12-month salaries to a standard academic-year basis for the following institutions: Midwestern State University, Stephen F. Austin State University, Sul Ross State University, Tarleton State University, Texas A&M University-Main Campus, Texas A&M University-Moody College, Texas A&I University, Corpus Christi State University, Laredo State University, Texas College of Osteopathic Medicine, Texas Eastern University, Texas Tech University, University of Houston-Central Campus, and University of Houston-Clear Lake City.
12. *California Institute of Technology*—Almost without exception, faculty members have elected an optional 11-month contract at an annual salary. Since the number of women faculty was too small in any given rank, the data were not released by the National Center for Education Statistics.
13. *Stanford University*—A factor of 9/12 (or 75.0) per cent was used to convert 12-month salaries to a standard academic-year basis. Fringe benefits have been estimated by the Washington Office and based on data reported in previous years.
14. *U.S. Naval Postgraduate School*—A formula of 9/(10-L) was used to convert 10-month academic-year salaries to a standard basis (where L is the annual leave earned during a 10-month academic year and depends on the number of years of government service).
15. *University of Connecticut and Connecticut State Colleges*—For institutions with more than one retirement plan, but with at least one meeting the five-year vesting criterion and available to all, an amount equal to the contribution which would be made to the vested retirement plan is included as a countable benefit, whether or not all faculty have chosen to participate. Last fall, the option to participate in TIAA-CREF—the vested plan—was offered to all. Accordingly, the retirement component is included this year for the first time and has been calculated at 5.6 per cent of salary. The contribution to the vested plan will increase automatically each year by 0.4 per cent until 1985. The contribution to the state retirement plan, which has a ten-year vesting provision and therefore is not countable, is 13.0 per cent.
16. *University of South Florida*—Data apply to both the Tampa and St. Petersburg campuses.
17. *The Atlanta College of Art*—These data do not reflect a 2.0 per cent increase retroactive to January, 1980.
18. *University of Hawaii at Manoa*—A factor of 85.5 per cent was used to convert 12-month salaries to a standard academic-year basis.
19. *Loyola University of Chicago*—Data apply to lay faculty only. A factor of 85.0 per cent was used to convert 12-month salaries to a standard academic-year basis.
20. *Murray State University*—A factor of 86.9 per cent was used to convert 12-month salaries to a standard academic-year basis.
21. *Bentley College*—Data do not include a 1.0 per cent salary increase effective October 1, 1979.
22. *Merrimack College*—A factor of 90.0 per cent was used to convert annual salaries to a standard academic-year basis. Data apply to lay faculty only.
23. *Suffolk University*—Data exclude the law school.
24. *St. Louis University-Main Campus*—A factor of 90.0 per cent was used to convert 12-month salaries to a standard academic-year basis. Data apply to lay faculty only.
25. *St. Louis University-Parks College*—A factor of 90.0 per cent was used to convert 12-month salaries to a standard academic-year basis. Data apply to lay faculty only.
26. *Southwest Missouri State University*—Data also include West Plains Residence Center.
27. *University of Nebraska-Lincoln*—The 1978-79 average compensation data published for the rank of instructor should have been 13.1 instead of 14.2.
28. *Cornell University (Endowed Colleges)*—Data include the Colleges of Architecture, Art and Planning, Arts and Sciences, Engineering, the School of Hotel Administration, the Law School, the Graduate School, the Graduate Schools of Business and Public Administration, and Nutrition.
29. *U.S. Merchant Marine Academy*—A formula of 9/(10-L) was used to convert 10-month salaries to a standard basis (where L is the annual leave earned during a 10-month academic year and depends on the number of years of government service).
30. *University of Rochester*—Data include the River Campus Colleges and Eastman School of Music.
31. *East Carolina University*—Data also include the Fort Bragg Extension Center.
32. *Air Force Institute of Technology*—Salary data do not include military faculty members whose compensations are determined by their military rank.
33. *Hebrew Union College-Entire System*—Data include the New York, Cincinnati, and Los Angeles campuses. Because Hebrew Union-Jewish Institute of Religion, which is predomi-

nantly a graduate institution, has a very substantial portion of its faculty at the full-professor level at the top of the scale, average compensation figures reflect an upward skewing for this institution which can be deceptive.

34. *Central State University*—A factor of 80.6 per cent was used to convert 12-month salaries to a standard academic-year basis.
35. *Montgomery County Community College*—These data do not reflect a 2.5 per cent salary increase retroactive to July, 1979.
36. *Franklin and Marshall College*—The data shown under "men" in this report include both men and women combined.
37. All public South Carolina institutions now have a vested retirement program at 7.1 per cent of total salary, which is not reflected in the compensation figures.
38. *University of South Carolina Campuses*—A factor of 10/12 (or 83.3 per cent) was used to convert 12-month salaries to a standard academic-year basis. The retirement component (7.1 per cent of salary) is not reflected in the fringe-benefit or compensation figures.
39. *Washington and Lee University*—Data exclude the law school.
40. *University of Puget Sound*—Data exclude the School of Law.
41. *College of the Virgin Islands*—Data also include the St. Croix campus.

Notes to Appendix II

1. A factor of 10/12 (or 83.3 per cent) was used to convert 12-month salaries to a standard academic-year basis.
2. A factor of 9.6/12 (or 80.0 per cent) was used to convert 12-month salaries to a standard academic-year basis.
3. A factor of 9/12 (or 75.0 per cent) was used to convert 12-month salaries to a standard academic-year basis.
4. A factor of 85.5 per cent was used to convert 12-month salaries to a standard academic-year basis.
5. A factor of 78.1 per cent was used to convert 12-month salaries to a standard academic-year basis.
6. A factor of 9/10.5 (or 85.7 per cent) was used to convert 12-month salaries to a standard academic-year basis.
7. A factor of 76.9 per cent was used to convert 12-month salaries to a standard academic-year basis.
8. A factor of 86.5 per cent was used to convert 12-month salaries to a standard academic-year basis.
9. Data apply to both lay and clerical faculty.
10. *Pacific Oaks College*—A factor of 10/11 (or 90.0 per cent) was used to convert 12-month salaries to a standard academic-year basis.
11. *Haskell Indian Junior College*—A factor of 95.0 per cent was used to convert 12-month salaries to a standard academic-year basis.
12. *Blue Hills Technical Institute*—A factor of 81.3 per cent was used to convert 12-month salaries to a standard academic-year basis.
13. All public South Carolina institutions now have a vested retirement program at 7.1 per cent of salary. This component is not reflected in the fringe-benefit or compensation figures.